

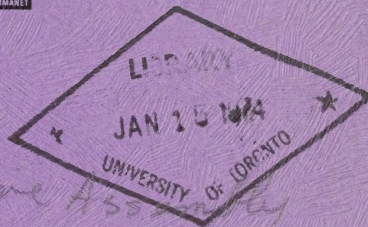
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Ontario

1973



*Legislative Assembly*

**Interim Report** *Colleges and  
universities in Ontario*  
of the

**Select Committee**

on

**ECONOMIC AND CULTURAL  
NATIONALISM**

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**COLLEGES AND UNIVERSITIES  
IN ONTARIO**

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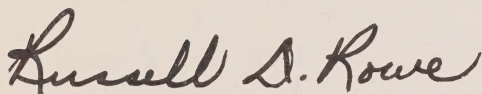




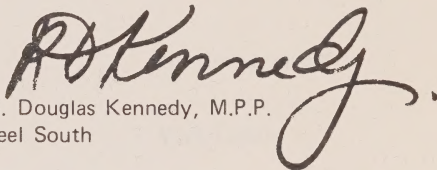
TO: The Honourable Allan E. Reuter,  
Speaker of the Legislative Assembly of the Province of Ontario:

Sir:

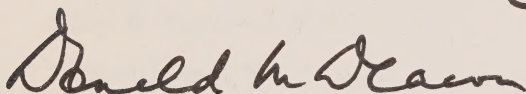
We, the undersigned members of the Committee appointed by the Legislative Assembly of the Province of Ontario on December 17, 1971, to review the Report of the Interdepartmental Task Force on Foreign Investment and the current status of opinion and information on economic and cultural nationalism in Canada, have the honour to submit the attached Interim Report.



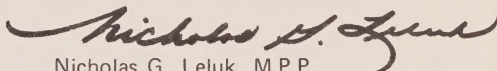
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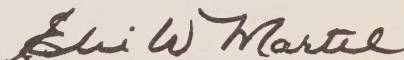
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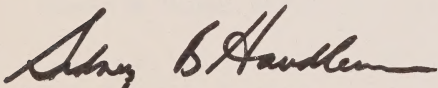
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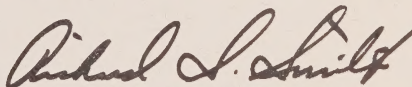
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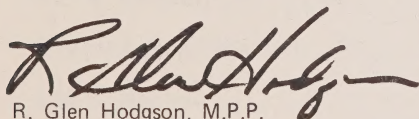
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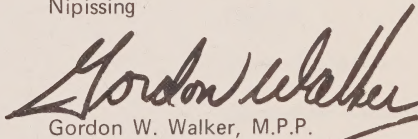
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## TABLE OF CONTENTS

### Address to the House and Terms of Reference

#### List of Tables

1. Introduction.....	5
2. Issues and Concerns.....	6
3. Postwar Growth and Development of Colleges and Universities in Ontario.....	11
4. Citizenship and Training of College and University Faculty.....	15
5. Present Trends and Future Prospects.....	25
6. Conclusions, Policy Considerations and Recommendations.....	29
7. Summary of Recommendations.....	34
8. Additional Comments and Dissenting Opinions.....	39

#### Appendices

1. Statistical Appendix	
Index.....	43
A. Further Observations Regarding Information.....	46
B. Inclusions in Discipline Groups.....	47
C. Colleges of Applied Arts and Technology.....	49
D. Citizenship of Faculty, Ontario Universities.....	51
E. Country of Last Degree of Faculty, Ontario Universities.....	97
F. New Faculty Appointments to Ontario Universities.....	124
G. Additional Data on Institutions Affiliated with the University of Toronto.....	134
2. Persons Who Appeared Before the Committee.....	136
3. Briefs Filed with the Committee.....	138

## LIST OF TABLES\*

3-I	Full-time Enrolment and Faculty at Universities in Canada and Ontario for Selected Years, 1954-55 to 1972-73.....	11
3-II	Growth of Colleges of Applied Arts and Technology in Ontario, 1951-52 to 1971-72.....	12
3-III	Comparison of Earned Doctorates Granted by Canadian Universities and Increase in Teaching Staffs at Canadian Universities, 1960-61 to 1970-71, for Selected Disciplines.....	13
4-I	Citizenship of Faculty, Colleges of Applied Arts and Technology in Ontario, 1972-73.....	15
4-II	Citizenship of Departmental Chairmen by Discipline Group, and Deans, Ontario Universities, 1972-73.....	16
4-III	Summary—Citizenship of Faculty by Discipline Group, Ontario Universities, 1971-72 and 1972-73.....	18
4-IV	Summary—Citizenship of New Faculty Appointments, Ontario Universities, 1972-73.....	19
4-V	Summary—Citizenship of Faculty by Ontario University, 1971-72 and 1972-73.....	20
4-VI	Summary—Country of Last Degree of Faculty by Discipline Group, 1972-73.....	21
4-VII	Canadian and United States Citizenship and Last Degree, Ontario Universities Faculty, Selected Disciplines 1972-73.....	22
4-VIII	Summary—Country of Last Degree, New Faculty Appointments by Discipline Group, Ontario Universities, 1971-72 and 1972-73.....	23
5-I	Graduate Degrees Awarded/To Be Awarded by Discipline Area, Ontario Universities 1971-72 to 1977-78.....	26
5-II	Citizenship of Full-Time Doctoral Students by Program, Ontario Universities, 1972-73.....	26
5-III	Citizenship of Full-Time Masters Students by Program, Ontario Universities, 1972-73.....	27

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\*Tables in the Statistical Appendix are indexed separately on pages 43, 44 and 45.



## I. Introduction

1.1 In its Preliminary Report†, the Committee noted concern about the number of foreign nationals recruited by Ontario university faculties. The Committee expressed the view that Ontario's colleges and universities should continue to stress intellectual and teaching excellence in faculty recruitment, and noted the serious implications which detailed recruitment guidelines imposed upon universities might have. The Committee nevertheless felt that an examination and airing of the issues relating to university recruitment of foreign nationals would be in the public interest, and proposed to carry out this task.

1.2 To that end, and in its subsequent hearings and deliberations, the Committee has sought views on questions of Canadian faculty and Canadian content in Ontario's colleges and universities. Representations were made to the Committee on behalf of a number of organizations and individuals. In addition, the Committee had the benefit of appearances by a number of senior university faculty and administrators. A list of those who presented views to the Committee on these matters is included in the Appendix.

1.3 As a further part of its inquiries, the Committee requested universities in Ontario to provide detailed data on the citizenship and backgrounds of faculty. The information from individual universities was collated by the Council of Ontario Universities, in co-operation with Statistics Canada. The Committee also obtained citizenship data on the faculties of colleges of applied arts and technology from the Ministry of Colleges and Universities. The background to, and the results of, these surveys are presented and discussed in the body of this report.

1.4 Public concern about foreign nationals on the faculties of Ontario's colleges and universities is closely related to other issues of "Canadian content" in the institutes of higher learning in the province and in their academic and other programs. This in turn is related to an alleged lack of appreciation of Canadian subjects and materials, and to the contention that the Canadian "identity" is insufficiently developed.

1.5 In its deliberations, the Committee has examined the relationship of a faculty member's citizenship or where he received his graduate training, and the inclusion of Canadian materials, approaches and perspectives in courses and programs at Ontario post-secondary institutions. The Committee also had an opportunity to review the Report of the Committee of Enquiry into Non-Canadian Influence in Alberta Post-Secondary Education.\* The Committee also noted the work of the Royal Commission on Book Publishing,\*\* the Commission on Canadian Studies headed by Professor T. H. B. Symons and sponsored by the Association of Universities and Colleges of Canada, and of independent commentators.\*\*\* It should be emphasized, however, that the present report is not intended as an exhaustive statement on all the various aspects of economic and cultural nationalism as they bear on post-secondary education in Ontario and on which the Committee expects to make further observations in subsequent reports.

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†Legislative Assembly of Ontario, Preliminary Report of the Select Committee on Economic and Cultural Nationalism, Toronto, 1972.

\*Edmonton, 1971.

\*\*Ontario Royal Commission on Book Publishing, *Canadian Publishers and Canadian Publishing*, Toronto, 1972 and *Background Papers*, Toronto, 1972.

\*\*\*See, for example, the Ontario Institute for Studies in Education, *What Culture? What Heritage?*, Toronto, 1968.

## 2. Issues and Concerns

2.1 The Committee encountered substantial public concern about issues of non-Canadian faculty and Canadian content in Ontario colleges and universities. The Committee noted particularly active concern within the university community itself.

2.2 Not surprisingly, the Committee also encountered a number of divergent points of view on various aspects of the problem. Some urged drastic measures to alter dramatically the pattern of recruitment and appointment of university faculty and senior administration. Others argued that any such measures would do violence to principles of university autonomy and undermine the present role of universities. Some contended that a mere inquiry into the citizenship of faculty at Ontario universities offended civil libertarian principles and violated provincial civil rights legislation.

2.3 The Committee agrees that questions of citizenship of faculty, Canadian content in university courses and research, development of Canadian graduate programs, and employment of Canadian graduates raise complex questions about the role, autonomy, performance and accountability of colleges and universities in Ontario.

2.4 Over a number of centuries, tradition has developed in western democracies in support of independent status for universities in society. According to this view, the principal objective of universities is the pursuit of knowledge and excellence, implying some freedom from detailed economic or market constraints, and freedom from substantial direction by ruling political ideologies. It is also said that universities are or should be an open link to world thought in all areas. Further, universities are traditionally a "safe harbour" for independent thought and social and other criticism.

2.5 Particularly in recent years, however, universities in Ontario have been assigned major societal missions. The most important of these has been the provision of higher education on an unprecedented scale. A number of factors contributing to this process—and a number of implications—may be identified.

2.6 First, there has been a broadening of the demand for higher education. A high and rising standard of living, the increased technical demands of economic activity and concern for equality of economic opportunity have been major contributing factors. Both government and individuals have recognized the contribution of education to economic growth and productivity.

2.7 Further, demographic growth factors, particularly the post-war baby boom, expanded the demand for university level training, especially during the 1960's. These trends were underwritten by the substantial financial support and high budgetary priority accorded higher education by governments in the 1960's. Through formula financing and other techniques, governments substantially influenced the nature and dimensions of the universities' responses to increased demand for higher education.

2.8 In addition to teaching, universities have been expected to undertake research on a substantial scale, in support of the teaching mission, and to develop and maintain broadly based expertise. They have also been expected to conduct specific research projects for agencies outside universities and especially for government, and to identify and research, on an ongoing basis, areas of present or future importance to the nation or to the world. Because governments are the principal—in some cases almost exclusive—source of funds for these activities, there are frequent demands that university "research" be substantially directed to meeting local, provincial or national needs and priorities.

2.9 All these developments have blurred the independent status of universities. Universities have been brought much more directly into the service of society and government to meet training and research needs. Relative to previous periods, a larger and larger



share of public revenues were channelled to educational institutions and a much larger proportion of the population attended universities.

Both these factors have led to demands for greater university accountability to the public or public bodies. The question of "Canadianization" of universities in Ontario and in Canada is one aspect of the wide ranging re-evaluation of post-secondary education in Canada and in Ontario.\*

2.10 In the Committee's view, public accountability and the traditional intellectual independence of universities are not necessarily irreconcilable, although the Committee is aware that some would characterize university independence or autonomy so broadly that there would be no place at all for any sort of outside accountability. Nonetheless, the Committee recognizes that accommodating objectives of public accountability and university autonomy do pose complex policy problems for universities, for governments, and for society.

2.11 The Committee encountered a number of specific issues related to "Canadianization" of universities in Ontario. The most prominent contention before the Committee was that far too many non-Canadian faculty had been engaged and were being engaged by universities in Ontario. It was further claimed that foreign faculty were recruited too much from the United States and/or Great Britain.

2.12 The Committee was offered a number of diagnoses for this alleged state of affairs. Some attributed substantial numbers of non-Canadians, especially in particular departments, to an "old boy network," whereby a senior faculty member would have a strong inclination to recruit from the foreign university where he had recently taught or obtained his graduate degree. Concomitantly, it was alleged before the Committee that there was a distinct lack of aggressiveness on the part of universities in seeking out or hiring Canadian faculty.

Some urged that there was an undesirable overvaluation of foreign degrees and experience and insufficient emphasis on or preference for Canadian training, experience and interest. It was suggested for example that a graduate from a Canadian university, irrespective of his intellectual and academic ability, was at a distinct disadvantage vis-à-vis a graduate from a well-known U.S. graduate school.

2.13 Other factors identified to the Committee were overemphasis on the Ph.D. qualification, an insufficient preference for Canadians in cutback situations, and a general lack of concern for Canadian content.

2.14 The large numbers of non-Canadian faculty were said to be associated with a lack of, or underdevelopment of Canadian research, courses and course content. It was urged upon the Committee, for example, that non-Canadians, or perhaps even Canadians trained abroad, might be disinclined to emphasize or even give attention to teaching and researching matters of Canadian importance, interest or concern. This was said to be evidenced by a lack of range and depth of scholarly works relating to Canada.

2.15 Particularly with respect to the social sciences, it was claimed that Canadian students are primarily exposed to methodologies and materials developed for and appropriate to non-Canadian societies, cultures and economies. It was apparent to the Committee that at least some of those who appeared before it equated foreign with bad. To others, however, the concern was rather that too much is made of the international and/or scientific content of social science, and that analytical approaches appropriate to the U.S. economy and society are uncritically applied or urged as relevant to Canada, notwithstanding that the Canadian economy and society are distinctly different, particularly institutionally.

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\*For a recent Ontario report, see Commission on Post-Secondary Education, *The Learning Society*, Toronto, 1973.

2.16 In other disciplines, too, including the sciences and especially the life sciences, it was alleged that a specious internationalism had overwhelmed the proper development of knowledge about and for Canada.

2.17 Some were inclined to generalize further. They see the Ontario university as too oriented to and integrated with the intellectual and institutional standards south of the border. The alleged preference accorded to an advanced degree from a leading U.S. university as opposed to one from Canada was urged before the Committee as part of this syndrome. It was further claimed that to establish one's professional reputation it is essential to publish in leading international—i.e. non Canadian, usually American,—learned journals, or in other words, to orient one's intellectual and analytical energy to professional interests and priorities current elsewhere. To assure one's professional acceptance, one must in teaching and scholarship stay within the stream of orthodoxy certified as respectable at leading institutions outside Canada.

2.18 These forces were said to be manifested in a number of aspects of specific concern. It was said that they resulted in too narrow a range of courses in Canadian subjects being offered in Ontario universities, a lack of Canadian texts and assigned readings and a lack of real commitment to developing Canadian strengths in scholarship and in distinctive first-rate graduate programs.

2.19 A further concern identified to the Committee was non-Canadians teaching Canadian subjects. A frequent characterization before the Committee was that of an American teaching Canadian politics and demonstrating an insufficient acquaintance with the differences between Canadian and American political systems and traditions. Similar observations were made about sociology and other social sciences.

2.20 Others had a strikingly different assessment of the situation. They urged that the fact that universities were expanded as quickly and as effectively as they were, whatever their shortcomings, was a major accomplishment in the last decade. Rapidly increasing enrolments led to a sharp rise in faculty requirements, and the requisite numbers of suitably qualified Canadians were simply not available.

That Ontario universities were able to attract many eminent scholars from abroad contributed materially to high standards of teaching, and scholarship. The fact that a large proportion of those recruited outside Canada came from the United States and the United Kingdom merely reflected the common language shared with those countries, and the advanced level of their graduate programs.

2.21 It was further urged upon the Committee that the continued recruitment of at least some, even generous numbers of, foreign faculty is essential to developing and sustaining an international character and international standards of excellence in the universities. A number of foreign faculty who have made significant contributions to Canadian universities and Canadian life were brought to the Committee's attention. It was urged upon the Committee that it would be a significant departure were Canada to switch from an open outward looking attitude to an inward looking self-satisfied university system, resting on too small a base to stimulate top quality work. This might include the possibility that non-Canadians would be reluctant to take up university appointments in Canada.

2.22 A related matter is the difficulty of matching top quality available persons with the requirements of specialized subjects. This feature of university recruitment frequently, it is said, imposes a constraint on hiring Canadians. Neither Canada nor Ontario are large enough to sustain a full range of academic specialization, although less specialization may be required for teaching than for research.

2.23 Economic constraints were also identified before the Committee as related to ques-

tions of Canadian faculty and Canadian content. As the Royal Commission on Book Publishing noted in its Report\* economic constraints may apply with particular force to the development of Canadian texts and materials.

The Canadian market is not always large enough to sustain textbook production, although other factors at work, more amenable to policy treatment, might also be identified.

2.24 Further, in some cases, there may be an insufficiency of financial resources to develop Canadian graduates or graduate programs or Canadian materials or Canadian studies. The present and prospective financial problems of universities were said to accentuate this problem.

2.25 Whatever the shortcomings and deficiencies in the present situation, it was summarily urged upon the Committee by a number of witnesses, many of whom could properly be described as expert, that concerns about Canadian content, while justified, are self-correcting. It was emphasized to the Committee that there have been substantial improvements under way in the last decade, particularly in respect of the development of Canadian graduate programs.

At the same time, a number of witnesses emphasized that it may take a fair amount of time, perhaps 10-20 years or even longer, to develop first class strength in departments or graduate programs. It was also claimed that there has been a significant increase in the development of Canadian materials and research on Canadian subjects. In this connection, the Committee notes the establishment of a Commission on Canadian Studies by the Association of Colleges and Universities of Canada.

2.26 Additionally, it was argued before the Committee that issues of Canadian content may vary substantially between the physical, life and social sciences. The Committee detected a number of contrasting points of view on these issues. Some took the position that the social sciences are primarily international in methodology, analysis and approach, and that apart from specific applications it is not intellectually respectable to speak of a Canadian sociology as opposed to an American or European sociology: all are engaged in a scientific quest for superior methodologies and analytical approaches. Others emphasized or conceded that the social sciences might well have some important national or local content or aspect but suggested that the physical and life sciences clearly know no boundaries, and that the humanities were also international, although in a slightly different respect. Still others took the position that a number of sciences, such as biology and geology, have an obvious local and national aspect to them, and that even in respect of pure physics or chemistry, for example, the kind of courses offered and research done might have a great deal to do with national priorities. As regards the humanities, it was suggested by some that Canadian music, literature and art, while only part of the artistic and creative world, receive too little emphasis or attention in university faculties, programs and courses.

2.27 Finally, it was contended before the Committee that any measures which discriminated against non-Canadians, or in favour of Canadians as regards university recruitment would be in violation of the Ontario Human Rights Code, which generally forbids discrimination in employment on grounds of nationality, except where it is a bona fide occupational qualification and requirement.

2.28 The Committee was offered a number of conflicting interpretations of the relevant provisions of the Ontario Human Rights Code. Some maintained that both the spirit and letter of the Human Rights Code clearly forbid discriminatory treatment of any kind in respect of faculty recruitment. Others suggested that the jurisdiction of the Code ends at the boundaries of Ontario, with the implication that a non-Canadian recruited

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\*Op. cit.



abroad would have no standing to obtain relief under the Code. Some argued that “nationality”—the word used in the Code—is not identical with “citizenship”, and that accordingly discrimination on the basis of citizenship is not covered by the Code. It was further suggested that, in any case, citizenship might be considered a bona fide occupational qualification in respect of university appointments.

2.29 The Committee has carefully considered all these various aspects of the question of foreign nationals and Ontario university faculties. In the following chapters, the Committee examines in greater detail the post-war development of colleges and universities in Ontario, the patterns of citizenship and training of Ontario university faculty, and future trends and prospects. The Committee's conclusions and recommendations are presented in a final section.

### 3. Postwar Growth and Development of Colleges and Universities in Ontario.

3.1 As has already been indicated, it was urged upon the Committee by a number of those who appeared before it, and particularly by the Council of Ontario Universities, that present patterns of university faculty backgrounds must be seen in the context of the development of universities and colleges in Ontario and Canada, and particularly their very rapid growth during the 1960's. It is the purpose of this chapter to explore the dimensions of this rapid expansion of educational capacity.

3.2 A number of factors may be identified in this process. First, there is the pattern of growth in student enrolments. Apart from a brief surge immediately following the conclusion of the second world war, enrolments in universities grew only moderately through most of the decade of the 1950's. Beginning, however, in the early 1960's, a number of factors combined to produce a surge in enrolment.

First, a rapid increase in births immediately following the second war produced the beginnings of a bumper crop of high school matriculants. At the same time, social changes led to rapidly broadening demand for university education.

**TABLE 3-I**  
**Full-time Enrolment and Faculty at Universities in Canada and Ontario**  
**for Selected Years, 1954-55 to 1972-73.**

	Enrolment	Faculty
<i>Canada</i>		
1954-55 .....	68,320	6,474
1956-57 .....	78,504	7,000
1961-62 .....	128,630	8,755
1963-64 .....	157,960	10,865
1965-66 .....	204,245	14,370
1967-68 .....	253,486	19,100
1969-70 .....	294,146	22,705
1970-71 .....	309,469	24,733
1971-72 .....	315,922	25,888
1971-73 .....	326,270	26,693
<i>Ontario</i>		
1954-55 .....	21,852	2,170
1956-57 .....	23,871	2,365
1961-62 .....	35,976	2,860
1963-64 .....	44,367	3,535
1965-66 .....	59,274	4,695
1967-68 .....	79,433	6,580
1969-70 .....	108,825	8,390
1970-71 .....	121,115	9,335
1971-72 .....	126,612	10,120
1972-73 .....	132,100	10,610

Source: Statistics Canada

3.3 The magnitude of this growth is illustrated in the accompanying Table 3-I. For Canada as a whole, full time enrolments at universities and colleges almost tripled through the 1960's. In Ontario, they almost quadrupled. In absolute terms, 200,000 additional students were accommodated in colleges and universities across Canada, almost half of that number in Ontario alone. As it was graphically put to the Committee by a distinguished witness, this was equivalent to building in Canada a university the size of the University of Toronto each year for ten years, or in Ontario, building an institution the size of Queen's in each of ten consecutive years. A substantial growth in part-time students—to about 80,000 in Ontario—or the equivalent of an additional 19,000 full-time students, added further to the expansion of the university system. The very rapid growth of colleges of applied arts and technology added a further important dimension, illustrated in Table 3-II.

**TABLE 3-II**  
**Growth of Colleges of Applied Arts and Technology in Ontario,**  
**1951-2 to 1971-2.**

Year	Full-time Enrolment
1951-2 . . . . .	151
1956-7 . . . . .	1,020
1961-2 . . . . .	2,519
1966-7 . . . . .	7,255*
1971-2 . . . . .	34,354

Source: Commission on Post-Secondary Education in Ontario.

3.4 These trends were catered to and reinforced by a substantial government commitment to increase the availability of higher education. The federal government expanded its indirect assistance to post-secondary education, and the provinces, and in particular the Province of Ontario, undertook what was in effect a crash program to expand existing colleges and universities and to establish a number of new ones. Existing universities strained facilities and undertook ambitious expansion programs. Small colleges became full-fledged universities almost overnight, and some new universities were built from the ground up. At the present time in Ontario, there are 16 universities accommodating almost 140,000 full time students, an average of 8700 per institution. There are 22 colleges of applied arts and technology accommodating over 35,000 full time students.

3.5 Table 3-I also illustrates the dramatic growth in university teaching staff consequent on the rapid expansion of enrolments. Increases in faculty all but kept proportional pace with the growth of student bodies, increasing by roughly 16,000 in Canada from the beginning to the end of the decade. In Ontario, university faculties grew even more rapidly to 9,335 in 1970-71 from 2,860 in 1961-62.

3.6 The rapidly increasing need for new faculty in the mid and late 1960's produced a major challenge to universities. Canadian graduate schools were not producing the numbers of advanced graduates required to fill the growing needs of the universities. While in some disciplines, particularly the sciences, Canadian universities had fairly well developed graduate programs, in others, such as the social sciences, Canadian graduate programs were in a very early stage of development or did not exist at all. As a consequence, at least in part, universities in Ontario as elsewhere in Canada, turned to foreign graduate schools as sources of new faculty. In addition, of course, faculty were recruited

\*Colleges of applied arts and technology were launched as a major government program in 1966.



from non-university sources in Canada, especially by the colleges of applied arts and technology, and from other universities and occupations in Canada and abroad.

**TABLE 3-III**  
**Comparison of Earned Doctorates Granted by Canadian Universities**  
**and Increase in Teaching Staffs at Canadian Universities, 1960-61**  
**to 1970-71, for Selected Disciplines.**

Discipline	Faculty Increase	Earned Doctorates	Doctorates/ Faculty Increase
Humanities			
Classical Languages and Literature.....	132	17	12.9%
Modern and Medieval Languages and Literature..	2398	464	19.4%
Philosophy.....	459	193	42.1%
Social Sciences			
Economics.....	539	67	12.4%
Political Science.....	490	27	5.5%
Geography.....	409	80	19.6%
History.....	738	168	22.8%
Psychology.....	837	621	74.2%
Sociology and Anthropology.....	749	40	5.3%
Education.....	1482	356	24.0%
Biological Sciences			
Biology, Zoology and Botany.....	479	611	127.6%
Agricultural Sciences.....	331	246	74.3%
Physical Sciences			
Chemistry.....	468	1406	300.4%
Geology.....	203	241	118.7%
Mathematics.....	882	361	40.9%
Physics.....	577	811	140.6%
Engineering.....	1305	1007	77.2%
Total faculty increase, 1960-61 to 1970-71.....			16,973
Earned doctorates, all disciplines, 1960-61 to 1970-71, (3,000 conferred 1969-71).....			8,695

Source: Statistics Canada.

3.7 Canadian graduate school capacity in relation to growth in faculty requirements is illustrated in Table 3-III, which compares earned doctorates granted by Canadian universities with the net increase in university teaching staff over the period 1960-61 to 1970-71. Table 3-III is indicative of the substantial shortfall in doctoral production in relation to growth in faculty requirements during the 1960's.

3.8 A number of qualifying factors must be kept in mind in interpreting this table. First, not all faculty, or faculty appointed since 1960, have or had doctorates. Nonetheless, in 1970-71 (the last year covered in Table 3-III) 66% of the Ontario university faculty of assistant professor rank or higher had a doctorate, the numbers including many teaching in disciplines, such as law, where the relevant master's degree is the recognized standard, and faculty whose appointments took effect prior to their Ph.D. having been conferred. 75% of full professors at Ontario universities hold doctorates, tending to confirm the view expressed to the Committee that the doctorate is generally recognized as the minimum standard for a successful academic career.

3.9 In addition, some further factors must be taken in account. Some proportion of doctoral graduates will have pursued non-university careers in business, government or

other endeavours. Further, a significant portion of doctoral graduates of Canadian universities have been foreign students—of the order of 35—50%. In addition, of course, large numbers of Canadian students, frequently among the more able, pursue graduate work abroad, particularly in the United States. Canadian graduates of universities abroad have been an important and traditional source of new faculty required for Canadian universities. Available statistics indicate that the numbers of Canadians earning doctorates abroad roughly balance the number of foreign students who earn doctorates in Canada.

3.10 Further, it must be noted that the numbers of doctorates granted was not spread evenly over the decade. In virtually all disciplines, there is substantial bunching in the latter 2 or 3 years covered in the table. Fully one third of the doctorates granted over 1960-1971 were conferred in the last two years of the period.

By contrast, the most rapid growth in faculty requirements generally occurred in 1956-68, with slightly slower growth in the earlier and latter years of the decade.

3.11 Finally, with respect to faculty increase, it must be emphasized that the figures in Table 3-III show net increase in teaching staff. Actual or gross requirements were substantially higher, due to deaths, resignations, and retirements.

3.12 Read in conjunction with the above observations, Table 3-III illustrates the dramatic lack of Canadian doctoral program capacity, even supplemented by substantial access to foreign graduate schools, in relation to university faculty requirements during the last decade. The situation was most acute in the social sciences, with the possible exception of psychology. The number of Canadian doctorates granted in political science, sociology and anthropology were apparently negligible in relation to the rapidly growing Canadian demand for qualified professors in these fields.

In the other humanities and social sciences, Canadian doctorates if fully allocated to faculty appointments might have met one-fifth to one-quarter of the demand, although philosophy, as noted in the Table, is slightly higher.

3.13 As regards the biological and physical sciences, the patterns are somewhat more uneven. In biology, geology, and physics, Canadian graduate schools produced about 20-40% more doctorates than the apparent net increase in university faculty. In chemistry, doctoral production was three times the faculty increase, while in engineering, agricultural sciences and mathematics, doctoral production was substantially, or very substantially, below the growth in staff requirements. It must be noted, however, that at the doctoral level and especially in areas such as biology, chemistry and geology, non-university demand for persons trained to the doctoral level is generally more substantial than in respect of other disciplines, with the possible exception of economics.

3.14 Clearly, by the time the surge in enrolments was under way, universities had little choice but to seek substantial numbers of faculty outside Canada, although the inability of both universities and governments to prepare in advance should not go unnoticed. The resulting patterns of faculty recruitment are discussed next, in chapter 4.

#### 4. Citizenship and Training of College and University Faculty.

4.1 As has already been indicated, as part of its enquiry the Committee sought to obtain data on the citizenship and background of those teaching at colleges and universities in Ontario.

4.2 Data on Ontario's colleges of applied arts and technology were provided to the Committee by the Ministry of Colleges and Universities. The results are summarized in Table 4-I, which indicates that in virtually all cases persons of Canadian Citizenship and/or who obtained their highest degree in Canada are by far the largest group on the faculties of colleges of applied art and technology in Ontario.

**TABLE 4-I**  
**Citizenship and Training of Faculty, Colleges of Applied Arts and Technology in Ontario, 1972-73.**

College	% Canadian Teaching & Academic Staff	% Canadian Highest Degrees*
Algonquin.....	85.9	79.8
Cambrian.....	87.2	72.4
Canadore.....	87.8	73.0
Centennial.....	78.8	78.8
Conestoga.....	85.1	67.8
Confederation.....	84.3	74.8
Durham.....	90.7	79.6
Fanshawe.....	72.5	77.0
George Brown.....	n.a.	86.2
Georgian.....	92.7	89.2
Humber.....	90.3	76.9
Lambton.....	76.0	51.2
Loyalist.....	88.5	83.1
Mohawk.....	79.2	74.2
Niagara.....	87.4	70.3
Northern.....	88.4	79.6
Sault.....	90.7	78.9
Seneca.....	98.0	79.1
Sheridan.....	88.2	72.2
Sir Sandford Fleming.....	89.9	85.8
St. Clair.....	90.4	79.0
St. Lawrence.....	86.2	74.3

Source: Ministry of Colleges and Universities.

4.3 The situation with respect to data on universities in Ontario is a good deal more complex. Because of conflicting evidence presented to the Committee, the unavailability of suitable current data from published sources, and pursuant to a resolution of the Committee of January 24, 1973, all universities were requested to provide detailed data on the discipline, rank, citizenship and formal training of their respective faculties.

4.4 The data requested of the universities was provided to the Committee through the Council of Ontario Universities, who undertook to collate data provided by individual

\*Percentage calculated of teaching staff with degrees; not all teaching and academic staff have university degrees.



universities, and to present the available data in a form which would not enable individual faculty members to be identified from the statistical information presented to the Committee.\* The latter was a matter of particular concern to a number of persons and officials in the university community.

4.5 The main results yielded by the data are presented in Tables 4-II through 4-VIII. More detailed information is presented in the Statistical Appendix. The Committee's conclusions with respect to information are presented in the final section of the report.

4.6 Table 4-II summarizes the citizenship breakdown of departmental chairmen, deans and associate and assistant deans for all universities in Ontario, for 1972-73.

Departmental chairmen are identified by discipline group. (A detailed specification of the inclusions within each discipline group is given in appendix 1-B). Table 4-II also gives, for comparative purposes, a breakdown of the citizenship for all faculty in Ontario universities in the same year.

**TABLE 4-II**  
**Citizenship of Departmental Chairmen by Discipline**  
**Group\*, and Deans, Ontario Universities, 1972-73.**

	Total	% Citizenship Not Reported	% Canadian	% U.S.	% U.K.	% Other
			(‰ of knowns)			
Humanities.....	122	0.8	58.7	17.4	14.9	9.1
Creative and Dramatic Arts.....	29	34.5	68.4	15.8	15.8	
Social Sciences.....	115	0.9	67.5	17.5	7.0	7.9
Institutional Studies and Applied Social Sciences..	116	12.1	82.4	10.8	4.9	2.0
Life and Geo-Specific Sciences.....	67	4.5	76.6	7.8	9.4	6.3
Medical Sciences.....	120	5.0	81.6	3.5	13.2	1.8
Pure and Applied Physical Sciences.....	129	4.7	65.0	11.4	17.9	5.7
Discipline Not Reported..	24		62.5	25.0	12.5	
Total.....	722	5.7	70.9	12.4	11.7	5.2
Total All Faculty.....	10,387	2.4	64.0	15.5	10.1	10.5
Deans.....	168	1.2	87.3	4.8	6.6	1.2
Associate and Assistant Deans.....	80		86.3	8.8	3.8	1.3

Instructions in discipline groups are given in Appendix 1-B.

4.7 Apart from the creative and dramatic arts for which the percentage not reported is too high to yield meaningful results, this Table indicates that in all discipline groups except the humanities a higher percentage of departmental chairmen are Canadian

\*The Committee recognized that data presented in this form might hinder interpretation or be unsatisfactory in some other respects, but agreed to review the information in the format proposed by the Council. Further observations on information are contained in Appendix 1-A.

citizens than among all faculty members at universities in Ontario. It is perhaps noteworthy that among chairmen of social science departments there is a higher proportion of Canadian citizens than in the pure and applied physical sciences discipline group.

4.8 It is also instructive to note the relative position of United States and United Kingdom citizens among departmental chairmen. In the humanities, social sciences, and institutional studies and applied social sciences American departmental chairmen are more numerous than British. In the other sciences, and especially in the medical sciences, the reverse is true. In the creative and dramatic arts, the two groups are about equal.

4.9 Because of the level of aggregation, form of collation, and the fact that the Table is applicable only to a single year, it is not possible to test the proposition put to the Committee that foreign departmental chairmen are inclined to recruit from abroad rather than in Canada. A present departmental chairman, whatever his citizenship, may not have been chairman or had recruitment responsibilities at the times current faculty members were appointed. A thorough investigation of the alleged "old boy" recruiting network would have involved a detailed examination of individuals and recruiting patterns in the various departments of the universities in Ontario. The Committee did not undertake a comprehensive investigation of this sort.

4.10 Table 4-II also indicates that the dominant proportion of deans, associate deans and assistant deans, are Canadian citizens. Among full deans, citizens of the United Kingdom are more numerous than citizens of the United States, although both groups are small relative to the number of Canadian citizens. Among associate and assistant deans, from among whom future deans may or may not be chosen, citizens of the United States are more numerous than those of the United Kingdom, although, again, both are small relative to the percentage of Canadian citizens.

4.11 Table 4-III, summarizes the citizenship of Ontario university faculty, again by discipline group, and comparatively for the years 1971-72 and 1972-73. This table indicates that foreign faculty are very much more prominent on Ontario university faculties than in colleges of applied arts and technology (see Table 4-I). By discipline group, Canadians appear to be substantially dominant only in institutional studies and applied social sciences and in medical sciences.

4.12 In the sensitive areas of the humanities, creative and dramatic arts, and social sciences, Canadian citizens account for slightly more than 50% of the total faculty. Citizens of the United States form the next largest group in each of these discipline categories by a substantial margin. American citizens account for 25-30% of faculty in the creative and dramatic arts and social sciences, and about 20% in the humanities.

4.13 In the life and geo-specific sciences, and pure and applied physical sciences, where Canadian university and graduate programs are of somewhat longer standing, the percentages of Canadian citizens are only about 10% higher. Indeed, the principal difference in the citizenship breakdown in these discipline groups is that citizens of the United Kingdom are more numerous than those of the United States, with significant numbers from other countries as well.

4.14 Between the years 1971-72 and 1972-73 covered in Table 4-III, there appear to have been moderate or modest upward changes in the percentages of Canadian citizens in most discipline groups: slightly more than 3 percentage points in the humanities and social sciences but less than half a point in institutional studies and applied social sciences, life and geo-specific sciences, and pure and applied physical sciences. It is possible that these changes are largely or partly accounted for by the reduction in the "citizenship not reported" category, which may have contained a higher proportion of Canadians in 1971-72. It is noteworthy that the changes, if any, took place at a time when the growth of universities in Ontario was declining, when substantial numbers of non-Canadians

**TABLE 4-III**  
**Summary — Citizenship of Faculty by Discipline**  
**Group, Ontario Universities, 1971-72 and 1972-73**

	Total	% Citizenship Not Reported	% Canadian	% U.S.	% U.K.	% Other
			( % of knowns )			
Humanities						
1971-72.....	1809	7.5	52.5	20.0	11.7	15.8
1972-73.....	1832	3.0	55.8	19.5	10.7	14.0
Creative and Dramatic Arts						
1971-72.....	282	17.7	50.0	31.9	11.2	6.9
1972-73.....	336	11.0	51.5	28.4	12.0	8.0
Social Sciences						
1971-72.....	1997	9.1	51.9	27.5	7.3	13.3
1972-73.....	2100	2.5	55.2	28.4	6.7	9.7
Institutional Studies and Applied Social Sciences						
1971-72.....	1565	6.1	77.6	9.7	5.7	7.0
1972-73.....	1677	3.0	77.7	10.8	5.2	6.3
Life and Geo-Specific Sciences						
1971-72.....	970	8.4	63.6	9.6	16.5	10.4
1972-73.....	1023	1.9	64.0	11.2	16.0	8.9
Medical Sciences						
1971-72.....	1231	11.9	74.5	5.0	11.4	9.2
1972-73.....	1344	0.7	76.2	5.0	9.9	8.9
Pure and Applied Physical Sciences						
1971-72.....	1970	7.5	62.9	8.5	14.5	14.2
1972-73.....	2027	1.1	63.2	9.8	13.6	13.4
Disciplines Not Reported						
1971-72.....	95	36.8	65.0	13.3	11.7	10.0
1972-73.....	48	6.3	46.7	13.3	20.0	20.0
Total.....	9919	8.8	62.3	15.0	10.8	12.0
	10,387	2.4	64.0	15.5	10.1	10.5

recruited in the mid and late 1960's were becoming eligible to take out Canadian citizenship, when relatively greater numbers of Canadian graduates were said to be available and when "self-correcting mechanisms" were said to be operative, leading universities to hire relatively greater numbers of Canadians. Though it is not known precisely what factors were at work, Table 4-III suggests that the impact of the "self-correcting" tendencies was modest in most discipline categories.

4.15 Table 4-IV, which summarizes new appointments for 1972-73, casts further light on these matters, particularly read in conjunction with the foregoing chart. Both overall, and in all discipline groups the percentage of Canadian citizens newly appointed for 1972-73 is below, and in some instances substantially, the percentage of Canadian citizens



**TABLE 4-IV**  
**Summary — Citizenship of New Faculty Appointments**  
**by Discipline Group, Ontario Universities, 1972-73**

	Total	% Citizenship Not Reported	% Canadian	% U.S.	% U.K.	% Other
			(% of knowns)			
Humanities.....	142	16.2	52.1	18.5	12.6	16.8
Creative and Dramatic Arts.....	56	26.8	36.6	24.4	14.6	24.4
Social Sciences.....	250	20.0	54.5	25.5	10.0	10.0
Institutional Studies and Applied Social Science...	209	22.0	59.5	19.6	6.7	14.1
Life and Geo-Specific Sciences.....	81	43.2	52.2	19.6	15.2	13.0
Medical Sciences.....	251	8.0	74.5	6.1	9.5	10.0
Pure and Applied Physical Sciences.....	119	28.6	47.1	20.0	12.9	20.0
Not Reported.....	26	23.1	60.0	10.0	15.0	15.0
Total.....	1,134	20.2	58.7	17.3	10.5	13.5

in total faculty for the same year,\* indicating that the increase in the percentages of Canadian citizens between the two years is not attributable to new appointments. In the social sciences, where the percentage of new appointments is higher than in the prior year, they would have led to an increase in the percentage of Canadian citizens in the following year, other things being equal. In five other discipline categories, the pattern of new appointments tended to lower the percentage of Canadian citizens in Ontario university faculties.\*\*

4.16 Quite apparently, other factors at work resulted in the increase in Canadian citizens recorded in Table 4-III. Apart from the decline in those whose citizenship was not reported, relatively greater numbers of departures from the university system by non-Canadians, or, more probably, significant numbers of non-Canadians taking out Canadian citizenship, must have accounted for most of the increase in the social sciences and medical sciences, and outweighed the negative effect of new appointments in the areas of the humanities, creative and dramatic arts, institutional studies and applied social science, life and geo-specific sciences, and physical sciences.

4.17 Table 4-V, summarizes the citizenship of faculty by university for the years 1971-72 and 1972-73. More detailed data giving a breakdown by discipline group by university are to be found in the Statistical Appendices.

4.18 The Tables show some variety in percentage of Canadian citizenship among the

\*See Table 4-III

\*\*As is apparent from Table IV, the percentage of new appointments whose citizenship was not reported is substantial. The patterns illustrated in Table 4-IV are, however, confirmed by further data obtained by the Committee and presented in the statistical Appendix (See Pages 173-8). These Tables are not presented in conjunction with the text because the discipline groupings in which they were supplied are out of conformity with the remainder of the Tables in this report. An examination of these Tables, however, supports the conclusions reached on the basis of the information presented in Table 4-IV.

**TABLE 4-V**  
**Summary — Citizenship of Faculty by Ontario University,**  
**1971-72 and 1972-73**

	Total	% Citizenship Not Reported	% Canadian	% U.S.	% U.K.	% Other
			( % of knowns )			
Brock						
1971-72.....	186	3.8	62.0	17.3	12.3	8.4
1972-73.....	198	4.6	61.9	17.5	11.6	9.0
Carleton						
1971-72.....	578	0.9	61.1	14.8	12.4	11.7
1972-73.....	583	1.2	62.3	14.6	12.0	11.1
Guelph						
1971-72.....	704	2.4	69.1	11.2	11.8	7.9
1972-73.....	731	1.4	67.7	12.5	12.5	7.4
Lakehead						
1971-72.....	240	6.3	49.8	15.1	12.4	22.7
1972-73.....	233	6.9	53.0	15.7	13.4	18.0
Laurentian						
1971-72.....	274	5.5	60.2	8.1	8.9	22.9
1972-73.....	298	3.7	66.2	8.4	7.0	18.5
McMaster						
1971-72.....	679	0.3	51.6	17.3	16.9	14.3
1972-73.....	719	3.2	55.5	16.5	16.0	12.1
Ottawa						
1971-72.....	837	1.3	71.8	7.5	5.8	14.9
1972-73.....	877	1.1	72.4	7.7	5.4	14.4
Queen's						
1971-72.....	773	0.3	65.2	9.1	16.5	9.2
1972-73.....	818	0.1	64.3	9.9	16.5	9.2
Toronto*						
1971-72.....	2463	28.7	68.3	16.0	10.5	5.2
1972-73.....	2533	4.3	68.5	15.6	7.8	8.2
Trent						
1971-72.....	157	2.6	60.1	9.8	15.7	14.4
1972-73.....	159		61.0	10.7	12.6	15.7
Waterloo						
1971-72.....	751	4.1	57.4	17.8	11.4	13.5
1972-73.....	737	0.5	59.2	16.8	11.3	12.7
Waterloo Lutheran						
1971-72.....	136	2.2	76.7	16.5	1.5	5.3
1972-73.....	142	3.5	78.8	15.3	1.5	4.4
Western						
1971-72.....	1167	0.4	64.2	19.0	9.2	7.7
1972-73.....	1257	0.8	63.8	18.7	9.5	8.1
Windsor						
1971-72.....	477	0.2	49.8	21.4	3.4	25.4
1972-73.....	468	0.2	58.7	25.9	4.3	11.1
York						
1971-72.....	867	2.7	49.1	21.5	8.4	21.0
1972-73.....	1008	3.3	54.0	24.8	9.9	11.4

\*University of Toronto figures include the federated universities and OISE.

various universities. Waterloo Lutheran and Ottawa have significantly higher percentages of Canadians than most others. The bilingual nature of the University of Ottawa may well account for the relatively higher proportion of Canadians on its faculty. Waterloo Lutheran, now Sir Wilfrid Laurier University, has had a special religious affiliation. No university reported fewer than 50% Canadians on its faculty in both years, although Lakehead, Windsor and York were below the 50% mark in 1971-72.

4.19 The latter three universities reported gains of 4 percentage points or more in the proportion of Canadian citizens on their faculties from 1971-72 to 1972-73. Four other universities, Brock, Guelph, Queen's and Western, had a lower percentage of Canadians in 1972-73 than in the previous year. The remaining universities reported a modest increase in the percentage of Canadians.\*

4.20 Table 4-VI, sheds a slightly different light on the question of Canadianization of universities in Ontario, by giving a breakdown of the country of last degree of faculty by discipline group for 1972-73.\*\*

**TABLE 4-VI**  
**Summary — Country of Last Degree of Faculty by Discipline Group,**  
**Ontario Universities, 1972-73**

	Total	% Unknown	% Canadian	% U.S.	% U.K.	% Other
			( % of knowns )			
Humanities . . . . .	1832	3.1	36.8	31.5	15.0	16.7
Creative and Dramatic Arts . . . . .	336	17.0	24.7	49.5	13.6	12.2
Social Sciences . . . . .	2100	0.3	29.8	51.0	12.7	6.7
Institutional Studies and Applied Social Sciences . .	1677	6.2	47.0	40.2	7.1	5.9
Life and Geo-Specific Sciences	1023	2.1	36.4	35.7	19.7	8.3
Medical Sciences . . . . .	1344	4.8	60.4	16.2	13.7	9.8
Pure and Applied Physical Sciences . . . . .	2027	1.6	39.2	28.3	22.4	10.2
Disciplines not reported . .	48	6.3	42.2	26.7	17.8	13.3
Total . . . . .	10,387	3.3	40.1	35.2	15.0	9.7

4.21 The Table indicates that in only one discipline category, medical sciences, is there a majority of last degrees obtained in Canada. In the other categories the percentage of Canadian last degrees varies from 24.7% in the creative and dramatic arts (although note that 17% are not reported) to 47.0% in institutional studies and applied social science. In the social sciences, over 50% of last degrees were obtained in the United States, against slightly less than 30% in Canada, while in the areas of creative and dramatic arts the number of American last degrees (49.5%) is double the number of

\*The University of Toronto figures for 1971-72 may show too high a number of not reported to permit meaningful comparisons.

\*\*Country of last degree is useful as an indicator of the place of graduate or professional training. Its statistical use is subject to the qualification that data may include faculty who undertook graduate training for which they have not or not yet received a degree.

Canadian last degrees. In the other categories, the United States is the second most common country of last degree, being slightly less common than Canada.

4.22 The distinct minority position of Canadian graduate training among Ontario university faculty, and particularly in the sensitive areas like the social sciences, may well account for some substantial measure of the public and student concern about Canadian content which the Committee encountered. This aspect is brought out in greater detail in Table 4-VII, which contrasts the percentage of Canadian and U.S. faculty and last degrees for 17 specific disciplines. It is apparent from this chart that the United States citizens can hardly be said to dominate the faculties of universities in Ontario, although in a number of the social sciences, and in music and philosophy they are clearly prominent.

**TABLE 4-VII**  
**Canadian and United States Citizenship and Last Degree,**  
**Ontario Universities Faculty, 1972-73.**

	% Canadian Citizenship	% U.S. Citizenship	% Canadian Last Degree	% U.S. Last Degree
Modern and Mediaeval Language and Literature.....	58.1	16.5	39.7	28.1
Philosophy.....	48.3	33.1	32.1	42.1
Music.....	55.4	25.9	23.3	53.3
Economics.....	61.9	18.3	25.3	56.1
History.....	60.5	27.0	34.2	43.2
Political Science.....	65.3	21.5	31.8	44.1
Psychology.....	48.6	37.1	32.7	51.5
Sociology.....	48.1	30.4	26.4	56.2
Commerce Management and Administration.....	76.0	14.5	37.8	57.1
Law*.....	75.3	6.8	32.1	39.5
Physical and Health Education and Recreation.....	76.2	10.7	37.1	55.3
Geography*.....	49.2	12.6	27.1	37.8
Biology.....	67.5	13.5	40.7	33.4
Chemistry*†.....	58.7	11.1	36.5	25.8
Engineering*.....	71.3	5.0	40.2	27.2
Mathematics.....	55.5	16.7	36.8	35.4
Physics*.....	67.9	8.7	41.5	22.5

Source: Information supplied to the Committee by the Council of Ontario Universities.

4.23 A somewhat different situation obtains with respect to last degrees in most of the disciplines itemized in Table 4-VII. In not a single discipline are Canadian last degrees clearly predominant. In only six disciplines—modern and mediaeval languages and literature, biology and the physical sciences, do Canadian last degrees, while in a minority, outrank those from the United States, in mathematics only narrowly.

4.24 In all the other areas, including the sensitive areas of economics, history, political science, psychology, sociology and even law, there are higher percentages of American last degrees than Canadian. In sociology, psychology, and economics, as well as business administration, physical and health education and recreation, and music, a majority of the last degrees are from the United States.

\*Percentage of faculty where citizens of the United Kingdom outnumber U.S. citizens.

†Percentage of faculty who received their last degree in the United Kingdom outnumber those who received their last degree in the United States.



**TABLE 4-VIII**  
**Country of Last Degree, New Faculty Appointments,**  
**Ontario Universities, 1971-72 and 1972-73**

	Total	% Canadians	% U.S.	% U.K.	% Other
Humanities					
1971-72.....	158	43.0	28.5	13.9	14.6
1972-73.....	123	48.8	25.2	10.6	15.5
Creative and Dramatic Arts					
1971-72.....	25	16.0	52.0	16.0	16.0
1972-73.....	36	25.0	47.2	5.6	22.2
Social Sciences					
1971-72.....	311	36.0	48.2	10.3	5.5
1972-73.....	200	40.0	44.0	10.0	6.0
Institutional Studies and Applied Social Sciences					
1971-72.....	199	50.3	36.7	9.1	4.0
1972-73.....	154	45.5	40.3	5.2	9.1
Life and Geo-Specific Sciences					
1971-72.....	52	46.2	32.7	13.5	7.7
1972-73.....	46	45.7	37.0	10.9	6.5
Medical Sciences					
1971-72.....	157	63.1	15.3	11.5	10.2
1972-73.....	218	67.9	13.3	11.5	7.3
Pure and Applied Physical Sciences					
1971-72.....	120	35.8	26.7	15.8	21.7
1972-73.....	81	38.3	43.2	7.4	11.1
TOTAL					
1971-72.....	1022	44.0	34.4	11.7	9.2
1972-73.....	858	48.6	32.5	9.6	9.4

Source: Information supplied to the Committee by the Council of Ontario Universities.

4.25 It is probably this prominence or predominance of American graduate training among university faculty in Ontario rather than—although combined with—the numbers of American faculty which led a number of those who appeared before the Committee to complain of American domination of universities in Canada and in Ontario.

4.26 On the other hand, Table 4-VIII, showing the country of last degree for new appointments in the two years 1971-1972 and 1972-1973, for those on which information was provided (it was not provided for a significant number)\* suggest there may be under way a slight shift in favour of higher percentages of Canadian last degrees. In many discipline groups on Table 4-VIII, a higher percentage of Canadian last degrees occurs among new appointments\*\* than among overall faculty (See Table 4-VI). Curiously, one exception is pure and applied physical sciences where Canadian graduate programs

\*More comprehensive information subsequently obtained by the Committee confirms the patterns illustrated in Table 4-VIII. This information is not presented in conjunction with the text because the discipline groupings do not correspond to those the Committee has used in this chapter. See pages 129-133 in the Statistical Appendix.

\*\*The previously identified qualification of last degree as an indication of place of graduate training must be especially borne in mind in regard to new appointments. Not infrequently, new junior faculty may be appointed prior to a doctorate being conferred.

seem to have shown the most strength, and where there has been the most concern in the last two years about doctoral graduates of Canadian universities being able to find suitable employment.

4.27 Table 4-VIII and supplementary information presented in the appendices, confirm however, that the underdevelopment of Canadian graduate capacity continues to be reflected in faculty recruitment by Ontario universities.

## 5. Present Trends and Future Prospects

5.1 The patterns of faculty recruitment during the 1960's, and present patterns of faculty citizenship and training, grew out of the particular circumstances of the last decade or decade and a half, as well as out of traditional practices, such as heavy recruitment of Ontario faculty from foreign graduate schools. The very rapid growth of the university system during the 1960's, the underdeveloped graduate program capacity at both Ontario and other Canadian universities, the relative unavailability of suitably trained Canadians, and prevailing attitudes about recruiting contributed to the kind of universities and university programs which emerged in the early 1970's. It is accordingly important to attempt to identify to what extent similar or different forces may be at work in the 1970's and 1980's.

5.2 One factor of current high importance to the universities is uncertainty about or a decline in the growth in enrolments, or in some cases an absolute decline in enrolments. This has presented most universities with a more difficult financial and recruiting situation than they have faced for some time, although it may be noted that some of the problems may have been generated more by the inaccuracy of projections on which decisions were based rather than on the decline in growth of enrolment itself. It has been urged on the Committee that the growth of enrolments in Ontario universities during the 1970's is unlikely to be as rapid or dramatic as that which took place in the 1960's, or that enrolments may begin to decline during the 1980's. Consequently, there will be relatively smaller requirements for new faculty and concomitantly, fewer opportunities to increase the percentage of Canadian citizens or those who obtained their graduate training in Canada in the near to medium term. These aspects are reinforced by the fact that very substantial numbers of those recruited during the 1960's are comparatively young and accordingly are likely to remain within the university system for some years. These factors suggest, however, that Ontario universities will have less need to recruit abroad. It may also be noted that while faculty recruitment may grow less rapidly in the future, there will be continuing and substantial recruitment of new faculty for Ontario and Canadian universities.

5.3 An additional factor likely to shape the university situation in the coming years and decade is probable substantial changes in the nature and pattern of post-secondary education. It is not unlikely that university programs may undergo significant changes in the reasonably near future, such as the expansion of the availability of advanced professional training on a part-time basis, or as a result of a greater correspondence being achieved between educational planning and economic and social development policies.\*

5.4 The under-development or lack of Canadian graduate programs has previously been identified as a prime factor severely limiting the recruitment of Canadians or Canadian trained faculty during the last decade. The recruitment of substantial numbers of non-Canadians and persons from graduate programs abroad has been associated with concern about Canadian content, methodologies and approach, particularly in the humanities and social sciences. It was in the latter categories and especially in the social sciences where Canadian graduate capacity was the least developed, although even in areas such as the physical sciences where there was substantial graduate program capability in place, not as many Canadians or Canadian trained faculty were recruited as one might have expected.

5.5 If there is to be an increase in the numbers of Canadians and of Canadian trained faculty in Ontario universities, particularly in the face of smaller faculty recruitment—the likely prospect in the near future—the size and strength of Canadian graduate programs is clearly critical. Further, the relatively more rapid development of such areas as

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\*See for example, Commission on Post Secondary Education, its Report, *The Learning Society*, Toronto, 1973.

the social sciences is of particular importance. Table 5-I, gives current projections by the Ministry of Colleges and Universities of graduate degrees awarded or to be awarded through 1977-78 at Ontario universities. The overall level of doctoral degrees projected for the 7 years covered is roughly equivalent to the increase in Ontario university faculty from 1961-71. (It may be recalled that in chapter 3 comparisons were made between the level of doctoral output and new faculty recruited.) The Table 5-I also shows a general levelling off of the overall numbers of doctoral graduates from Ontario universities.

**TABLE 5-I**  
**Doctoral Degrees Awarded/To Be Awarded (By Discipline Area)**

	1971-72 Actual	1972-73 Estimated	1973-74	1974-75 Projected	1975-76	1976-77	1977-78
Education and Related.....	45	42	45	47	48	48	48
Fine and Applied Arts.....	4	7	8	8	8	8	8
Humanities and Related.....	130	168	152	154	156	159	161
Social Science and Related.....	104	136	117	124	128	142	150
Agricultural and Biological Sciences.....	107	94	98	97	101	110	119
Engineering and Applied Sciences.	140	132	125	123	123	126	128
Health Professional and Occupational.....	69	68	63	66	71	74	77
Mathematics and Physical Science	265	242	211	206	206	199	201
Total.....	836	865	808	817	828	852	877

Source: Ministry of Colleges and Universities.

**TABLE 5-II**  
**Citizenship and Immigrant Status of Full Time Doctoral Students by Program,  
Ontario Universities, 1972-73**

	Canadian		Landed Immigrant		Foreign		TOTAL	
	No.	%	No.	%	No.	%	No.	%
Education and Related.....	186	66	73	26	21	7	280	99
Fine and Applied Arts.....	71	71	26	26	3	3	100	100
Humanities and Related.....	677	54	426	34	141	11	1,244	99
Social Sciences and Related.....	519	59	264	30	87	10	870	99
Agriculture and Biological Sciences.....	155	47	137	42	33	10	325	99
Engineering and Applied Sciences.....	187	31	290	49	108	18	565	98
Health Professions and Occupations.....	128	54	88	37	20	8	230	99
Mathematics and Physical Sciences.....	468	42	513	46	112	10	1,093	98
Total.....	2,391	50	1,817	38	525	11	4,733	99

Source: Ministry of Colleges and Universities.

5.6 Among the various discipline groups, however, slightly different patterns emerge. The most rapid rate of increase is projected for the social science and related disciplines—50% over the period 1971-78. For engineering and the applied sciences and for mathematics and the physical sciences, substantial declines in the number of graduates are projected particularly in the latter discipline group. In education, fine and applied arts, the humanities, the agricultural and biological sciences, and the health professions and occupations, modest increases are projected.



5.7 These overall figures must, however, be interpreted in the context of a number of other considerations. First, a substantial proportion of Canadian graduate program capacity is taken up by non-Canadian students, although the majority of foreign students appear to take out landed immigrant status. Table 5-II, gives the citizenship breakdown for full time graduate students in doctoral programs in the most recent academic year. It indicates that about 50% of the doctoral students at Ontario universities are Canadian citizens. The figures are slightly higher for full-time Masters' Degree candidates as shown in Table 5-III.

**TABLE 5-III**  
**Citizenship and Immigrant Status of Full Time Masters Students by Program,**  
**Ontario Universities, 1972-73**

	Canadian		Landed Immigrant		Foreign		TOTAL	
	No.	%	No.	%	No.	%	No.	%
Education and Related.....	303	72	65	15	51	12	419	99
Fine and Applied Arts.....	158	71	42	19	21	9	221	99
Humanities and Related.....	1,025	68	283	18	199	13	1,507	99
Social Sciences and Related.....	2,250	75	444	14	270	9	2,970	98
Agriculture and Biological Sciences.....	294	71	73	17	42	10	409	98
Engineering and Applied Sciences.....	488	48	338	55	150	15	955	98
Health Professions and Occupations.....	208	68	72	23	24	7	304	98
Mathematics and Physical Sciences.....	474	59	222	28	95	12	791	99
Total.....	5,185	68	1,539	20	852	11	7,576	99

Source: Ministry of Colleges and Universities.

5.8 Further, Ontario graduate production and the overall level of graduate capacity in Ontario universities must be considered in relation to overall Canadian capacity. In recent years, about 50% of the graduate students attending Canadian universities were enrolled in the universities in Ontario. In addition, the graduate programs in the Ontario universities system have been as a general proposition more developed than those in other parts of Canada. Nonetheless, even Ontario graduate capacity appears to have fallen substantially short of Ontario and Canadian needs. It must also be borne in mind that advanced graduates may pursue a variety of careers both within and without the college and university system.

5.9 An important factor bearing on the development of graduate programs in both Ontario and Canada is their ability to attract the best students, particularly from Canada. Although only incomplete figures are available, it appears that there has not been any substantial change in the general trend of Canadian students and particularly those with the most distinguished undergraduate records to pursue their graduate training abroad rather than in Canada. Because the motivations and incentives are strong, this pattern, in the absence of new measures, is likely to continue. In particular, the preference of university faculty recruiters for degrees from leading universities abroad as opposed to Canadian degrees, and the relative lack of first rate graduate programs in Canada is likely to continue to attract Canadian students abroad and away from graduate programs in Canadian universities.

5.10 A final factor to be considered in relation to present trends and future prospects is the presence or absence of "self-correcting mechanisms" which it was claimed before the Committee are operating to increase the numbers of Canadians and Canadian trained faculty at Ontario universities, and generally to increase the quality and quantity of Canadian graduate programs and teaching and research materials.

5.11 By and large, the evidence does not appear to support the presence of strong, self-correcting mechanisms. Apart from the fact that numbers of non-Canadian faculty may be taking out Canadian citizenship for a variety of reasons, the evidence does not support future prospects for substantially higher percentages of Canadians on university faculties, and particularly among new appointments. The Committee was made aware of few instances of university administrators being inclined to consider Canadian citizenship as a desirable factor in relation to recruitment. As regards Canadian trained people, there is a lack of conclusive evidence of a substantially increasing proportion of those with Canadian graduate degrees being engaged. In addition, it must be kept in mind that substantial numbers of the graduates of Canadian programs are foreign students, many of whom and particularly those from the under-developed countries decide to remain in Canada to pursue their careers.

There is no substantial evidence that Canadian graduate programs are yet of sufficient counter-attraction to programs abroad to assure that Canadian programs will have the participation of the best Canadian students, a factor which is probably critical to Canadian programs developing first rate strengths.

## **6. Conclusions, Policy Considerations and Recommendations.**

6.1 The Committee has concluded that the present situation in Ontario universities with respect to Canadian presence in the various aspects in which it has been identified in the foregoing discussion is not satisfactory.

The Committee has determined that a number of new measures would be both justified and desirable to increase the strength and scope of the Canadian presence in faculties, courses and research at Ontario universities.

6.2 The Committee has previously noted that it is urged by some that there are a number of self-correcting tendencies at work in respect of a lack of Canadian content in its various aspects at universities in Ontario. At the same time the Committee notes, particularly with respect to new appointments, that the evidence tends not to support this view or is conflicting. In any case the Committee is not satisfied that the needed and desired changes will take place or with sufficient despatch without new measures.

6.3 The Committee notes that the circumstances of universities have changed very dramatically in the recent year or two. As already noted, many of the problems which the Committee has considered developed out of a period of very rapid growth in universities. Universities now face periods of substantially lower rates of growth in enrolment or even enrolment decline with all the negative financial consequences that implies.

University education appears to have lost the high priority assigned to it by the public and by the government during the 1960's.

6.4 The Committee notes that there are a number of trends leading somewhat to an improvement in the present situation, particularly with respect to Canadian graduates and materials, although with respect to the former, financial support, and therefore the level of graduate activity and enrolment appears to have fallen off. In other areas such as faculty recruitment the Committee notes evidence that some universities appear to be becoming more sensitive to Canadian aspirations and are modifying their practices. On the other hand, the Committee notes that some university faculty and administrators are resistant to new measures to increase Canadian content, while others take a rather casual approach to the whole matter.

6.5 The Committee notes that a number of other countries have restrictions on the appointment of non-citizens to university faculties and senior administrative posts. In some countries, these operate through immigration procedures while in other countries, notably in continental Europe, there are restrictions specific to university recruitment.

6.6 While the Committee has been concerned to avoid negative consequences for universities, the Committee is not persuaded that any and all policy measures would have undesirable effects on academic freedom, the international aspects of knowledge, or the universities' ability to pursue excellence. The Committee does not feel that careless recruiting and lack of sensitivity to matters of Canadian importance and concern are justifiable under the guise of academic freedom.

6.7 The Committee has already noted that most senior university administrators are Canadian citizens, although there are a number of departmental chairmen who are non-Canadian. It was urged upon the Committee that it should be required of all universities that their governing councils, senior administrators, deans and chairmen of departments be Canadian citizens. The Committee notes that specific citizenship requirements of this sort are to be found in the University of Toronto and the University of Waterloo statutes in respect of chancellors, presidents and members of governing councils. Those who oppose this sort of measure argue, as in respect of faculty, that citizenship is not an indication of commitment to the university, and that such restrictions should not be extended. They

further point out that restrictions of these kinds that might impair the career opportunities of non-Canadians or of those not willing to take out citizenship would be contrary to the letter and spirit of the Ontario Human Rights Code.

6.8 Those who argue in favour of such restrictions feel that Canadians should be in the positions of academic decision-making and leadership in universities. They also feel that non-Canadian departmental chairmen have in the past been prominently associated with the recruitment of non-Canadians and a lack of concern with Canadian content and materials, and that universities are in an important sense "key sector" institutions which should remain under Canadian control.

6.9 *The Committee has concluded and recommends that legislation should be introduced to provide that within five years all chancellors, boards of governors or equivalent, presidents, vice presidents, deans and chairmen of departments should be Canadians.* The Committee has considered whether a longer period of time would be appropriate in respect of the development of new departments. It was concluded there was insufficient justification for a special rule in respect of chairmen of new departments, or deans of new faculties.

6.10 It was also urged upon the Committee that firm quotas should be established on the number of non-Canadians on university faculties in Ontario, perhaps with further restrictions on the number of non-Canadians from any one country. On the other hand, a number of objections were raised to the imposition of quotas.

6.11 First, it was argued that imposing quotas on the universities would automatically affect their autonomy and impose a constraint on the pattern of their future development. Program quality, it is said, and especially in the short term, could be adversely affected, in some cases seriously.

6.12 Second, it was submitted that quotas are basically offensive to accepted concepts of pursuit of excellence, the international character of knowledge, and human rights, especially non-discrimination in employment.

6.13 Third, different departments in different universities would be in widely varying positions vis-à-vis quotas. This would arise because departments in the universities are in various stages of development both within their university and within the particular discipline area. To be fair and workable, different quotas, or at least different phasing, would probably have to be designed to take account of varying circumstances. They would be complex to design and cumbersome to administer.

6.14 Fourth, the relevance of quotas to the physical sciences, as opposed to the social sciences, may be questioned.

6.15 Further, to be feasible and consistent with quality and fairness, quotas would have to take account of the developing pattern of enrolments, faculty attrition, Canadian graduates and future course needs. It would not likely be possible to design quotas which took proper account of all these factors. The Committee believes that it would be undesirable to meet quotas by discharging otherwise competent people on grounds of citizenship. The Committee further notes that large numbers of non-Canadians, particularly in the boom years of the 1960's, have acquired tenure, and/or, because they are relatively young, have a large portion of their academic careers ahead of them.

6.16 Finally, the Committee notes that quotas might lead to undesirable pressure being brought to bear on non-Canadians to become Canadian citizens to assist a university department in meeting its particular quota level. While there may be certain privileges which attach to Canadian citizenship, the Committee is not persuaded it should in any way be a source of pressure in relation to retaining as distinct from obtaining employment.



6.17 However, the Committee is not persuaded that in the absence of reasonably firm directions universities will make substantial progress towards increasing the number of Canadian and Canadian-trained faculty.

6.18 So far as the Committee can determine, these two issues are substantially inter-related, although in respect of Canadians as opposed to others, there is the desirability of their finding suitable employment in Canada should they so desire. Because of the demonstrated preference of universities in recruitment for graduates of graduate schools abroad, significant numbers of non-Canadians appear to have readier access to faculty appointments at Canadian universities than the many Canadians who pursue graduate degrees at universities in Canada.

6.19 At the same time, many or most Canadian graduate programs, lacking the student, financial and outside support and incentive to develop first rate strengths, remain substantially underdeveloped.

6.20 In the Committee's view, the present state of the development of graduate programs, and particularly doctoral programs, at universities in Ontario and in Canada falls well below national respectability. The Committee is persuaded that it is not satisfactory for Ontario universities to continue to recruit so substantially from graduate schools outside Canada. Graduate schools should be the source of substantial national strength, both intellectually and in terms of in-place expertise. To attain and sustain graduate program strength, universities obviously need to attract a large proportion of the brightest and ablest students. At the present time, there are very strong incentives for the best Canadian students to avoid Canadian graduate programs. The Committee is aware that there may be substantial advantages in Canadians going abroad to add a further dimension to their education. This is also one of several important routes for dissemination of knowledge from other parts of the world into Canada. At the same time the Committee notes that distinguished scholars in other countries, and particularly the United States, frequently obtain all their formal education in their home country. The Committee further notes that the opportunities for different kinds of experience within Canada, given the vast size and varying nature of the regions of Canada, are considerable.

6.21 Having regard to all the above reasons, the Committee has reached the conclusion that new measures are required both in respect of citizenship and graduate training.

6.22 First, the Committee is aware that a number of individuals and organizations have endorsed the practice of advertising academic vacancies in Canada. *The Committee agrees, and recommends that universities be directed to advertise all academic vacancies. This should be done well in advance of the date on which it is intended offers will be made, in at least those two periodicals which are likely to reach the widest audience among prospective Canadian candidates in the discipline for which applicants are sought.*

6.23 In addition, it has been brought to the Committee's attention that through the administration of Canadian tax law and applicable treaties, universities have been able to recruit non-Canadians on a tax exempt basis, at least for an initial two year period. In effect, this has provided a substantial incentive to recruitment of non-Canadians, since universities were in a position to offer higher take-home pay to non-Canadians than to Canadians. The Committee understands that the Department of National Revenue practice in this respect has recently been changed to provide that eligibility for remission of Canadian tax can be secured only after the visiting teacher has left Canada within the required time \* The Committee notes that tax treaty provisions of this sort remain an incentive to the recruitment of non-Canadian faculty *and recommends that no uni-*

\*See Department of National Revenue Interpretation, Bulletin IT-68, September 13, 1972.

See also Unemployment Insurance Commission Bulletin UI-1, January 30, 1973.

versity faculty in Canada should pay less than the Canadian rate of tax applicable to his or her financial circumstances. The Committee notes that the federal government's White Paper on Taxation\* proposes elimination of the exemption from Canadian tax.

6.24 The Committee is convinced that more substantial measures are required to increase the Canadian presence in Ontario's universities, and to secure the high-level development of graduate program capacity in Ontario and in Canada. For the reasons outlined above, the Committee rejects departmental quotas as technique to obtain the objectives the Committee has in mind. Nonetheless, the Committee is convinced that it would be desirable that the predominant proportion of the faculty of each department in each university in Ontario be Canadian citizens, and that very substantially higher percentages of the faculty should have obtained most or all of their graduate training in Canadian universities.

6.25 The Committee is satisfied that the measures it proposes are the most consistent with securing an appropriate Canadian presence in universities in Ontario while attaining a number of other desired objectives. These include promoting the development of full scale graduate program capacity in Ontario universities, encouraging the ablest Canadian students to seek graduate training in Canada, and assuring that recruiting patterns are adjusted to accommodate qualified Canadians; while at the same time leaving universities considerable leeway within which to recruit and promote both Canadians and non-Canadians, trained in Canada or trained abroad, to attract and appoint distinguished scholars and visiting professors of whatever background or citizenship, and to develop new programs and departments. Appropriately implemented in conjunction with the ambitious development of graduate program capacity in Canada, the Committee is satisfied that its recommendations pose no threat to the quality of university education offered in Ontario or the pursuit of excellence in research and teaching generally.

6.26 To the contrary, the Committee expects its recommendations to hold out new promise for the development of universities in Ontario. For example, the Committee recognizes that graduate program quality is an important factor in a university's ability to attract leading scholars. The Committee's recommendations are directed in part to strengthening that process.

6.27 To that end, *the Committee recommends that substantial efforts begin immediately to develop appropriate Ontario graduate program strength, and in a national context, Canadian graduate program strength and to secure a much more formidable Canadian presence in colleges and universities in Ontario.*

*The Committee recommends that the Minister of Colleges and Universities establish machinery both within the government and in concert with the university community to discuss, design, develop and implement province-wide plans for the development of graduate program capacity in all major disciplines among the various universities in Ontario. This should include the re-examination of the procedure for funding graduate programs and maintenance funding of graduate students. The Committee recommends that such plans have as their objective the development of graduate programs likely to attract the highest international reputation and the ablest degree candidates from both Canada and abroad. In terms of scale, the Committee recommends that graduate programs in Ontario be developed to a point somewhat in excess of the requirements of government, business and the universities in Ontario for advanced graduates. The Committee further recommends that plans for graduate program development in Ontario specifically take account of foreseeable trends in enrolment in universities, as well as having regard to the overall demand for graduates at the various levels of the various disciplines.*

6.28 The Committee further recommends that these initiatives include new policies to develop programs, materials and courses of special importance to Canada.

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\*Ottawa, 1969, para. 2.26.

6.29 *As regards university faculties, the Committee recommends that each university in Ontario establish machinery to assure that very substantially higher percentages of its new faculty appointments are Canadian citizens on appointment, and that a similarly high proportion have obtained most or all of their graduate training at Canadian universities.* In focussing on new appointments, the Committee has been concerned to protect the career position of many non-Canadians who were welcome to faculty appointments at Ontario universities during the 1960's expansion period. Further, the Committee feels it would be undesirable to establish guidelines which might encourage universities to put pressure on present faculty members to take out Canadian citizenship. *The Committee recommends that the Minister of Colleges and Universities review annually the patterns of new faculty appointments of Ontario universities to determine their progress in complying with the Committee's recommendations. Should there be other than substantial progress in the next three years, the Committee recommends that for each university in Ontario, averaged over the 7 subsequent years, 80% of new appointments be Canadian citizens at the time of appointment, and 70% of new appointments be from among those who have obtained most or all of their graduate training at Canadian universities.\** Notwithstanding its reluctance to recommend implementation of this measure at this time, the Committee notes that these orders of magnitude permit considerable flexibility. Up to 50 per cent of new appointees could be either non-Canadians or have obtained their graduate training abroad.

6.30 *The Committee recommends that all universities be required by Statute to submit to the Ministry, on an annual basis, and by department, the citizenship and countries of undergraduate and graduate training of all new appointees, tenured faculty, department heads and other academic ranks, departures from strength, and persons on limited term appointments.*

6.31 The Committee has concluded on the basis of its frustrating experience that the collection of data along these lines with attempts to suppress statistical information which might lead to the identification of individuals will result in substantial delays in filing and to significant impairment of the quality of the data.\*\* The Committee notes that information on a faculty member's background, where he obtained his graduate training and so on, is generally known or available to faculty and students in his department or should be. The Committee is puzzled as to why one's citizenship should be a matter of confidentiality rather than pride, and notes that for many purposes, citizenship is a matter of public record. *The Committee recommends that so-called "suppression rules" of the sort used by Statistics Canada and endorsed by the Council of Ontario Universities not be employed in the collection and collation of data the Committee has recommended.*

*The Committee also recommends that the data submitted by the universities be considered unsatisfactory if, in any one information category, more than 1.0% of the data is incomplete, inaccurate, not supplied, or deficient in some other respect.*

This recommendation is directed to assuring that the information permits of detailed analysis and comparisons.

6.32 *The Committee further recommends that each department in each university be required to report annually and in suitably descriptive form on the extent to which courses in the department reflect Canadian facts and problems, in each course as appropriate, the extent to which Canadian facts and problems are reflected in the curriculum of the department, the extent to which the curriculum and particular courses reflect priorities appropriate to Canada, and the extent to which research and development of new programs and material is directed to the same end.*

6.33 *The Committee also recommends that the statistical and other reports be made public annually and be monitored by the Minister of Colleges and Universities to evaluate and determine the effectiveness of the Committees' recommendations.*

\*Messrs. Handleman, Newman, Rowe and Walker dissent. See p. 40.

\*\*See Appendix 1-A.

6.34 Finally, as the Committee noted at the outset, it is possible that restrictions on recruitment of non-Canadians to Ontario university faculties might well violate the Ontario Human Rights Code. As the Committee feels this matter is primarily a matter of policy and should not rest on narrow legal interpretation, particularly given the nature of the Ontario Human Rights Code and the enforcement machinery provided therein, the Committee has concluded that the appropriate course would be for the Code to be explicitly amended to provide for the recommendations which the Committee has made.

*Accordingly the Committee recommends that the Ontario Human Rights Code be amended to enable universities to ask for citizenship of applicants for teaching positions, and to permit discrimination in favour of Canadian citizenship in faculty appointments to universities in Ontario.*

### **Summary of Recommendations**

The Committee recommends:

1. That legislation be introduced to provide that within five years all chancellors, boards of governors or equivalent, presidents, vice presidents, deans and chairmen of departments at universities in Ontario be Canadians.
2. That universities be directed to advertise all academic vacancies well in advance of the date on which it is intended offers will be made, in at least the two periodicals which are likely to reach the widest audience among prospective Canadian candidates in the discipline for which applicants are sought.
3. That no university faculty in Canada should pay less than the Canadian rate of tax applicable to his or her financial circumstances.
- 4(a). That the Minister of Colleges and Universities establish machinery both within the government and in concert with the university community to discuss, design, develop, and implement province wide plans for the development of graduate program capacity in all major disciplines among the various universities in Ontario, and including the re-examination of the procedures for funding graduate programs and maintenance funding of graduate students.
  - (b) That such plans have as their objective the development of graduate programs likely to attract the highest international reputation and the ablest degree candidates from both Canada and abroad.
  - (c) That graduate programs in Ontario be developed to a point somewhat in excess of the requirements of government, business and the universities in Ontario for advanced graduates.
  - (d) That plans for graduate program development in Ontario specifically take account of foreseeable trends in enrolment in universities, as well as having regard to the overall demand for graduates at the various levels of the various disciplines.
5. That these initiatives include new policies to develop programs, materials and courses of special importance to Canada.
- 6(a) As regards university faculties, that each university in Ontario establish machinery to assure that very substantially higher percentages of its new faculty appointments are Canadian citizens on appointment, and that a similarly high proportion have obtained most or all of their graduate training at Canadian universities.
  - (b) That the Minister of Colleges and Universities review annually the patterns of new faculty appointments of Ontario universities to determine their progress in complying with the Committee's recommendation.



(c) Should there be other than substantial progress in the next three years, that for each university in Ontario, averaged over the 7 subsequent years, 80% of new appointments be Canadian citizens at the time of appointment, and 70% of new appointments be from among those who have obtained most or all of their graduate training at Canadian universities.\*

7(a). That all universities be required to submit, on an annual basis, and by department, the citizenship and countries of undergraduate and graduate training of all new appointees, tenured faculty, department heads and other academic ranks, departures from strength, and persons on limited term appointments.

(b) That "suppression rules" of the kind used by Statistics Canada and endorsed by the Council of Ontario Universities not be employed in the collection and collation of data the Committee has recommended.

(c) That data submitted by the universities be considered unsatisfactory, if, in any one information category, more than 1% of the data is incomplete, inaccurate, not supplied, or deficient in some other respect.

8. *That each department in each university be required to report annually and in suitably descriptive form on the extent to which courses in the department reflect Canadian facts and problems, in each course as appropriate, the extent to which Canadian facts and problems are reflected in the curriculum of the department, the extent to which the curriculum and particular courses reflect priorities appropriate to Canada, and the extent to which research and development of new programs and material is directed to the same end.*

9. That the statistical and other reports the Committee has recommended be made public and be monitored annually by the Minister of Colleges and Universities to evaluate and determine the effectiveness of the Committee's recommendations.

10. That the Ontario Human Rights Code be amended to enable universities to ask for citizenship of applicants for teaching positions, and to permit discrimination in favour of Canadian citizens in faculty appointments to universities in Ontario.

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\*Messrs. Handleman, Newman, Rowe and Walker dissent from this recommendation. See p. 40.



## ADDITIONAL COMMENTS AND DISSENTING OPINIONS





## **ADDITIONAL COMMENT OF MESSRS HANDLEMAN AND DEACON**

One of the aspects of university academic employment which the Committee discussed at great length was tenure. It is our view that some measure of discrimination in granting tenure to Canadian citizens should have been recommended by the Committee as a technique for increasing the number of Canadians on our faculties. While the practices followed by universities in granting tenure were never clearly explained to the Committee, there is evidence that tenure decisions frequently depend heavily on the applicant's volume of research and publications rather than on the excellence of his or her teaching abilities. Although the Committee came to no conclusion with regard to the relative merits of teaching and research in assessing a professor's value to the university, we are personally convinced that greater stress must be placed on teaching ability.

Since the evidence before the Committee clearly indicates that one of the factors which has lead our universities to recruit an undue proportion of foreign academics is their reputation abroad based on research and publication, we would have recommended that known teaching ability in a Canadian university should be given greater weight in the granting of tenure. In this indirect way more Canadian residents would be recruited and among them would naturally be a greater proportion of Canadian citizens.

## **ADDITIONAL COMMENTS ON REPORT AS A WHOLE BY MESSRS HANDLEMAN AND NEWMAN**

We are disappointed that the Committee did not devote itself to the problem of the foreign student in our universities—a problem which was drawn to our attention by a number of witnesses. We are fully aware of the many values which foreign students bring to our campuses, as well as the responsibility of Ontario to the developing nations to assist in their efforts to upgrade their technical training and professional skills.

The Committee was told of instances wherein Canadian students attending foreign universities, particularly state-financed universities in the United States, were charged exorbitantly high tuition fees in comparison to the residents of the jurisdiction in which the university is located. It is our view that residents of foreign jurisdictions, with the exception of the developing nations, who enroll in Ontario universities should be levied a fee differential unless their home jurisdictions enter into a reciprocal agreement with the Ontario Government which would enjoin both governments from levying discriminatory fees against each other's students.

**DISSENT ON RECOMMENDATION 6(c)**  
**BY MESSRS HANDLEMAN, NEWMAN, ROWE AND WALKER**

We are in complete sympathy with the intentions of our colleagues on the Committee whose desire to increase and improve on the Canadian presence on Ontario faculties has led them to attempt to quantify their objective. We are, however, persuaded by the many arguments in Chapter 6 of the Report—and particularly by the argument in Paragraph 6.12—that the goal we all agree to be desirable cannot best be achieved by attaching a number to it.

In our view, the implementation of the remaining recommendations in the Report cannot help but bring about a marked improvement in the present situation and, if that should be the case, any attempt toward fixing an absolute target can be construed as a measure to interfere unduly in what should be a relatively free process of recruitment.

Furthermore, we do not accept that the country of graduate training should be a significant factor in achieving a greater Canadian presence in the universities. The Canadian student who travels abroad for postgraduate training and returns to this country to pass his skills on to his fellow Canadians should not be discouraged from doing so by the imposition of an artificial hiring factor, such as the location of the University in which he obtained his final degree.

## APPENDICES





## 1. STATISTICAL APPENDIX

### Index

A. Further Observations Regarding Information.....	46
B. Inclusions in Discipline Groups.....	47
C. Colleges of Applied Arts and Technology	
C-1 Citizenship of Teaching and Academic Staff, 1972.....	49
C-2 Country of Highest Degree of Teaching and Academic Staff, 1972.....	50
D. Citizenship of Faculty, Ontario Universities	
D-1 Citizenship of Faculty by Discipline by Discipline Group, 1971-72 and 1972-73	
Humanities.....	51
Creative and Dramatic Arts.....	52
Social Sciences.....	54
Institutional Studies and Applied Social Science.....	55
Life and Geo-Specific Sciences.....	58
Medical Sciences.....	59
Pure and Applied Physical Sciences.....	60
Disciplines Not Reported.....	61
Summary.....	61
D-2 Citizenship of Faculty by Discipline Group by University, 1971-72 and 1972-73	
Brock University.....	62
Carleton University.....	63
Guelph, University of.....	64
Lakehead University.....	65
Laurentian University.....	66
McMaster University.....	67
Ottawa, University of.....	68
Queens University.....	69
Toronto, University of.....	70
Trent University.....	71
Waterloo, University of.....	72
Waterloo Lutheran University.....	73
Western Ontario, The University of.....	74
Windsor, University of.....	75
York University.....	76
Summary.....	77
D-3 Citizenship of Faculty by Selected Discipline by University, 1971-72 and 1972-73	
Biology.....	78
Chemistry.....	79
Commerce, Management and Administration.....	80
Economics.....	81
Engineering.....	82
Geography.....	83
History.....	84
Law.....	85

Mathematics.....	86
Modern and Mediaeval Languages and Literature.....	87
Music.....	88
Philosophy.....	89
Physical and Health Education and Recreation.....	90
Physics.....	91
Political Science.....	92
Psychology.....	93
Sociology.....	94
Summary.....	95

## E. Country of last Degree of Faculty, Ontario Universities

### E-1 Country of Last Degree of Faculty by Discipline Group by University, 1972-73

Brock University.....	97
Carleton University.....	97
Guelph, University of.....	98
Lakehead University.....	98
Laurentian University.....	99
McMaster University.....	99
Ottawa, University of.....	100
Queen's University.....	100
Toronto, University of.....	101
Trent University.....	101
Waterloo, University of.....	102
Waterloo Lutheran University.....	102
Western Ontario, The University of.....	103
Windsor, University of.....	103
York University.....	104
Summary.....	104

### E-2 Country of Last Degree of Faculty, Selected Disciplines by University, 1971-72 and 1972-73.

Biology.....	105
Chemistry.....	106
Commerce Management and Administration.....	107
Economics.....	108
Engineering.....	109
Geography.....	110
History.....	111
Law.....	112
Mathematics.....	113
Modern and Mediaeval Languages and Literature.....	114
Music.....	115
Philosophy.....	116
Physical Health Education and Recreation.....	117
Physics.....	118
Political Science.....	119
Psychology.....	120
Sociology.....	121
Summary.....	122

F. New Faculty Appointments to Ontario Universities	
F-1 Citizenship of New Faculty Appointments by Discipline and Discipline Area 1971-72 and 1972-73 .....	124
F-2 Country of Last Degree of New Faculty Appointments by Discipline and Discipline Area 1971-72 and 1972-73 .....	129
G. Additional Data on Institutions Affiliated with the University of Toronto.	
G-1 Introductory Note.....	134
G-2 Federated Universities	
Citizenship of Faculty.....	134
Country of Last Degree .....	134
G-3 Ontario Institute for Studies in Education	
Citizenship of Faculty.....	135
Country of Last Degree .....	135

## A. Further Observations Regarding Information

The following Tables were compiled from information furnished to the Select Committee by the Ministry of Colleges and Universities in the case of the data on colleges of applied arts and technology, and by the Council of Ontario Universities as regards universities.

As the Committee noted in chapter six of this report, the data furnished to it was deficient and unsatisfactory in a number of respects. However, the Committee is satisfied that the general patterns indicated by the data strongly support the Committee's analysis and recommendations. The Committee is similarly convinced that the more detailed information presented in the following Tables should be of considerable interest and use to members of the university communities and the public at large.\* A number of qualifications must be borne in mind in interpreting this data.

First, regarding the general data base, the Committee notes that the numbers of faculty covered in the data provided to the Committee do not always correspond to the total number of faculty reported to or by other sources such as the Ministry of Colleges and Universities. While the information appears reasonably complete overall, there are a number of minor discrepancies.

Second, the Committee is not in a position to attest to the reliability of the information on citizenship, country of last degree, etc., provided on the faculty by the various universities. While the Committee assumes that the universities furnished reasonably reliable information, the Committee was not able to satisfy itself as to the reliability of the basic data input.

Third, it will be seen that relevant data was not supplied to the Committee in respect of a number of faculty at a number of the universities. In some cases this reflects the fact that the basic information was not supplied by the university. Indeed the Committee understands that in some cases, certain departments in certain universities refused to supply information or to supply complete information on their staffs. In other cases, the information was not reported to the Committee because of so-called "suppression rules," designed to suppress statistically individual cells where numbers of less than three would have appeared. In some cases, these rules rendered data supplied to the Committee virtually useless (e.g. a breakdown of faculty citizenship by rank, by department, by university).

However, the following pages reveal some very interesting patterns both among disciplines and among universities. It is both hoped and expected that they will be of interest to various members of the university communities and the public.

Finally, the Committee wishes to express its displeasure with certain representatives and administrators of universities in Ontario, particularly in relation to the Committee's request for data on university faculty. Their unco-operative approach was perhaps based on the incorrect notion that universities are not accountable to a Select Committee in respect of matters within its terms of reference and the jurisdiction of the Ontario Legislature. For the record and the future, the Committee wishes to state its view that the interests of both the universities and the people of Ontario are likely to be better served by full university co-operation in the legitimate enquiries of the Legislature, of its Committees and of the Ministries.

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\*Requests for access to the detailed returns supplied to the Select Committee should be directed to the Office of the Clerk.



## **B. Inclusions in Discipline Groups**

The following lists indicate the specific disciplines included in the discipline groups used in aggregating the information supplied to the Select Committee.

Where other discipline groupings are used, as in the Tables in chapter 5, or in the data on new appointments (section F of the appendix) the aggregation or processing was done by Statistics Canada, the Council of Ontario universities, or the Ministry of Colleges and Universities.

### **HUMANITIES**

Classics, Classical and Dead Languages  
Humanities and Related  
Linguistics  
Modern and Mediaeval Languages and Literature  
Philosophy  
Religious Education  
Religious Studies  
Translation and Interpretation

### **CREATIVE AND DRAMATIC ARTS**

Art and Fine Arts Education  
Art as Applied to Medicine  
Ceramics  
Creative Writing  
Dance  
Drama and Theatre  
Drawing, Design  
Engraving  
Fine and Applied Art  
Fine Art  
Graphics, Graphic Design  
Industrial Arts  
Lithography  
Music  
Music Education  
Other Fine Applied Art  
Painting  
Photography  
Sculpture  
Theory, (History, Art Appreciation, etc.)

### **SOCIAL SCIENCES**

Anthropology  
Economics  
History  
Political Science  
Psychology  
Social Sciences and Related  
Sociology

### **INSTITUTIONAL STUDIES AND APPLIED SOCIAL SCIENCE**

Actuarial Science  
Administration  
Architecture  
Area Studies  
Commerce, Management and Administration  
Commercial and Business Education  
Comparative Education  
Counselling and Guidance  
Curriculum Specialization  
Education  
Educational Administration and Organization  
Elementary Education  
Educational Media Exceptional Children and School Librarianship  
Educational Psychology  
Educational Sociology  
Educational Statistics  
Health Administration  
Higher Education  
History, Philosophy and Theory of Education  
Home Economics Education  
Household Science and Related  
Landscape Architecture  
Law  
Library and Records Science  
Man and Environment Studies  
Mass Media Studies  
Other Institutional Administration  
Other Records Science  
Other Teaching Fields N.E.S.  
Physical and Health Education and Recreation  
Public Health  
Secondary Education  
Social Work  
Teacher Education  
Vocational Education

**LIFE AND  
GEO-SPECIFIC SCIENCES**

Agriculture  
Agriculture and Biological Science  
Archaeology  
Biology  
Botany  
Forestry  
Geography  
Geology and Related  
Meteorology  
Oceanography  
Veterinary Science  
Zoology

**MEDICAL SCIENCES**

Dental Hygiene  
Dentistry  
Medical Specializations  
Medical Technology  
Medicine  
Nursing  
Optometry  
Other Health Occupations  
Paraclinical Sciences  
Pharmacy  
Rehabilitation Medicine  
Surgery and Specializations in Surgery

**PURE AND APPLIED  
PHYSICAL SCIENCES**

Applied Mathematics  
Biochemistry  
Biophysics  
Chemistry  
Engineering  
Engineering Science  
Mathematics  
Mathematics and Physical Sciences  
Mathematics and Statistics  
Metallurgy, Material Science  
Physics

**NOT REPORTED**

**TABLE C-I**  
**Citizenship of Teaching and Academic Staff,**  
**Colleges of Applied Arts and Technology, 1972**

College	Canada %	U.S. %	U.K. %	Other %	Unknown %	Total Number
Algonquin.....	85.9	0.9	9.4	2.7	1.1	562
Canadore.....	87.8	2.7	2.7	4.1	2.7	74
Sault.....	90.7	2.5	4.3	1.2	1.2	162
Cambrian.....	87.2	5.0	3.9	3.9		180
Centennial.....	78.8	3.4	6.5	4.8	6.5	293
Confederation.....	84.3	5.4	3.2	3.2	3.8	185
Conestoga.....	85.1	2.0	8.2	4.7		255
Durham.....	90.7		7.5	1.9		107
Fanshawe.....	72.5	1.8	7.7	1.8	16.1	440
Georgian.....	92.7	0.6	5.6	1.1		177
George Brown.....					100.0	558
Humber.....	90.3	2.9	3.7	2.9	0.3	349
Lambton.....	76	7.3	13.5	1	2.1	96
Loyalist.....	88.5	2.0	7.4	2.0		148
Mohawk.....	79.2	0.3	1.9		18.6	322
Niagara.....	87.4	1.5	7.1	4.0		198
Northern.....	88.4	3.4	3.4	4.1	0.7	146
Seneca.....	98.0	0.7	1.0	0.3		408
Sheridan.....	88.2	5.1	5.1	1.7		178
St. Lawrence.....	86.2	3.4	8.4	2.0		356
S. S. Fleming.....	89.9	0.5	5.1	4.6		198
St. Clair.....	90.4	2.9	4.2	2.5		240
Total.....	77.6	2.1	5.2	2.2	13.0	5,632

Source: Ministry of Colleges and Universities.

TABLE C-II  
Country of Highest Degree of Teaching and Academic Staff  
Colleges of Applied Arts and Technology, 1972

College	Canada %	U.S. %	U.K. %	Other %	No Degree %	Total Number
Algonquin.....	76.1	7.0	9.0	3.3	4.6	518
Canadore.....	62.2	13.5	6.8	2.7	14.9	74
Sault.....	78.9	10.6	5.6	5.0		161
Cambrian.....	53.9	15.0	3.3	2.2	25.6	180
Centennial.....	63.3	9.2	4.8	3.1	19.7	294
Confederation.....	51.4	11.4	2.7	3.2	31.4	185
Conestoga.....	48.6	7.5	9.8	5.9	28.2	255
Durham.....	72.9	6.5	11.2	0.9	8.4	107
Fanshawe.....	58.0	4.5	8.8	3.9	24.8	440
Georgian.....	65.0	1.1	6.2	0.6	27.1	177
George Brown.....	52.6	2.2	2.9	3.4	39.0	557
Humber.....	61.0	6.3	4.9	7.2	20.6	349
Lambton.....	44.8	14.6	20.8	6.3	13.5	96
Loyalist.....	66.2	3.4	8.8	1.4	20.3	148
Mohawk.....	56.2	6.2	7.5	5.9	24.2	322
Niagara.....	55.3	11.7	8.6	3.1	21.3	197
Northern.....	79.6	12.2	6.1	2.0		147
Seneca.....	69.4	8.1	6.4	3.9	12.2	408
Sheridan.....	53.9	11.8	6.7	2.3	25.3	178
St. Lawrence.....	56.9	6.9	8.3	4.4	23.3	360
Sir S. Fleming.....	67.2	4.0	5.6	1.5	21.7	198
St. Clair.....	59.6	12.9	1.3	1.7	24.6	240
Total.....	3,431 61.4	418 7.5	371 6.6	203 3.6	1,168 20.9	5,591

Source: Ministry of Colleges and Universities.



**TABLE D-1**  
**Citizenship of Faculty, Ontario Universities**  
**1971-72 and 1972-73**

<b>Humanities</b>						
	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Classics, Classical and Dead Languages						
1971-72.....	35.1	17.6	26.4	7.1	14.1	114
1972-73.....	41.9	15.2	27.6	9.5	9.5	105
Humanities and related						
1971-72.....	55.6	18.6	3.7	22.3		27
1972-73.....	60.0	20.0	3.3	16.7		30
Linguistics						
1971-72.....	20.0	31.5	11.5	20.0	17.2	35
1972-73.....	30.3	18.2	15.2	21.2	15.2	33
Modern and Mediaeval Languages and Literature						
1971-72.....	50.5	15.3	9.9	16.7	7.6	1247
1972-73.....	56.3	16.0	9.1	15.5	3.0	1248
Philosophy						
1971-72.....	46.0	30.2	10.1	7.9	5.8	278
1972-73.....	48.3	33.1	11.4	7.2		290
Religious Studies						
1971-72.....	54.1	24.5	9.2	11.3	1.1	98
1972-73.....	62.3	21.7	6.6	6.6	2.8	106
Translation and Interpretation						
1971-72.....	66.7		11.2	22.3		9
1972-73.....	60.0		10.0	30.0		10
Religious Education						
1971-72.....					100.0	1
1972-73.....	40.0	10.0		20.0	30.0	10
Total						
1971-72.....	48.6	18.5	10.8	14.6	7.5	1809
1972-73.....	54.1	18.9	10.4	13.6	3.0	1832

**Citizenship of Faculty, Ontario Universities  
1971-72 and 1972-73**

**Creative and Dramatic Arts.**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Art and Fine Arts Education						
1971-72.....					100.0	3
1972-73.....					100.0	3
Art as applied to Medicine						
1971-72.....	100.0					4
1972-73.....	100.0					2
Ceramics						
1971-72.....						
1972-73.....					100.0	1
Creative Writing						
1971-72.....					100.0	1
1972-73.....					100.0	1
Dance						
1971-72.....						
1972-73.....					100.0	4
Drama and Theatre						
1971-72.....	37.2	39.5	14.0	2.3	7.0	43
1972-73.....	48.3	35.0	11.7	5.0		60
Drawing and Design						
1971-72.....						
1972-73.....					100.0	3
Engraving						
1971-72.....					100.0	1
1972-73.....					100.0	1
Fine and Applied Art						
1971-72.....	41.8	29.9	7.5	3.0	17.9	67
1972-73.....	48.3	33.3	6.7	6.7	5.0	60
Graphics and Graphic Design						
1971-72.....					100.0	2
1972-73.....	12.5	6.3	62.5		18.8	16
Lithography						
1971-72.....					100.0	2
1972-73.....					100.0	1
Music						
1971-72.....	48.4	27.4	5.7	5.7	12.9	124
1972-73.....	54.2	25.4	8.5	9.9	2.1	142
Music Education						
1971-72.....					100.0	1
1972-73.....					100.0	1

### Creative and Dramatic Arts (2)

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Other Fine and Applied Art						
1971-72.....	50.0			50.0		6
1972-73.....	56.3	12.5	6.3	18.8	6.3	16
Painting						
1971-72.....					100.0	4
1972-73.....					100.0	5
Photography						
1971-72.....					100.0	1
1972-73.....						
Sculpture						
1971-72.....					100.0	2
1972-73.....					100.0	4
Theory (History, Art Appreciation)						
1971-72.....	23.8	14.3	38.1	14.3	9.5	21
1972-73.....	37.5	31.3	12.5		18.8	16
Total						
1971-72.....	41.1	26.2	9.2	5.7	17.7	282
1972-73.....	45.8	25.3	10.7	7.1	11.0	336

**Citizenship of Faculty, Ontario Universities  
1971-72 and 1972-73.**

**Social Sciences**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Anthropology						
1971-72.....	27.8	49.4	2.4	9.7	10.9	83
1972-73.....	27.9	45.2	3.9	10.6	12.5	104
Economics						
1971-72.....	54.4	15.4	4.8	21.1	4.5	313
1972-73.....	61.9	18.3	4.4	15.5		367
History						
1971-72.....	57.0	25.2	8.2	6.0	3.8	402
1972-73.....	60.0	26.7	7.8	4.6	1.0	412
Political Science						
1971-72.....	46.6	15.3	6.0	10.0	23.2	367
1972-73.....	65.3	21.5	6.2	7.1		340
Psychology						
1971-72.....	43.4	29.9	7.3	9.7	9.9	466
1972-73.....	45.3	34.6	7.3	6.1	6.9	495
Sociology						
1971-72.....	40.3	32.4	6.7	17.5	3.2	343
1972-73.....	48.1	30.4	6.9	14.6		349
Social Science and related						
1971-72.....	39.2	17.4	13.1	26.1	4.4	23
1972-73.....	42.4	21.2	15.2	9.1	12.2	33
Total						
1971-72.....	47.2	25.0	6.6	12.1	9.1	1997
1972-73.....	53.9	27.7	6.6	9.5	2.5	2100



**Citizenship of Faculty, Ontario Universities**  
**1971-72 and 1972-73**  
**Institutional Studies and Applied Social Science**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Actuarial Science						
1971-72.....					100.0	3
1972-73.....					100.0	2
Administration						
1971-72.....	86.1	5.1	5.1		3.8	79
1972-73.....	88.6	4.3	2.9		4.3	70
Architecture						
1971-72.....	57.5	10.6	8.5	10.6	12.8	47
1972-73.....	63.6	9.1	10.9	14.6	1.8	55
Area Studies						
1971-72.....	17.9	10.7		25.0	46.4	28
1972-73.....	22.7	18.2		22.7	36.4	22
Commerce, Management and Administration						
1971-72.....	72.1	14.0	4.3	8.1	1.6	258
1972-73.....	75.7	14.5	4.0	5.4	0.4	276
Commercial and Business Education						
1971-72.....					100.0	1
1972-73.....					100.0	1
Comparative Education						
1971-72.....	33.3			66.7		3
1972-73.....	66.7			33.3		3
Counselling and Guidance						
1971-72.....	86.4	4.6		9.1		22
1972-73.....	89.5	5.3		5.3		19
Curriculum Specialization						
1971-72.....						
1972-73.....					100.0	2
Education						
1971-72.....	82.5	3.6	6.3	1.8	5.8	223
1972-73.....	88.3	3.9	4.4	1.7	1.7	230
Education, Administration and Organization						
1971-72.....	100.0					15
1972-73.....	100.0					15
Elementary Education						
1971-72.....	90.0		5.0		5.0	20
1972-73.....	82.6	4.4	4.4	4.4	4.4	23
Educational Media						
Exceptional Children, School Libraries						
1971-72.....	100.0					7
1972-73.....	85.7				14.3	7

### Institutional Studies and Applied Social Science (2)

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Educational Psychology						
1971-72.....	50.0	31.3		6.3	12.6	16
1972-73.....	46.7	33.3		6.7	13.3	15
Educational Sociology						
1971-72.....				100.0		2
1972-73.....					100.0	1
Educational Statistics						
1971-72.....	66.7	33.3				3
1972-73.....	50.0	25.0	25.0			4
Health Administration						
1971-72.....	60.0	6.7		6.7	26.7	15
1972-73.....	78.6	7.1	7.1	7.1		14
Higher Education						
1971-72.....	87.5				12.5	8
1972-73.....					100.0	2
History, Philosophy and Theory of Education						
1971-72.....	65.2	21.7	4.4	4.4	4.4	23
1972-73.....	69.2	19.2	3.9	3.9	3.9	26
Home Economics Education						
1971-72.....					100.0	1
1972-73.....	66.7	33.3				3
Household Science and related						
1971-72.....	68.0	10.7	8.0	8.0	5.3	75
1972-73.....	64.9	16.9	7.8	10.4		77
Landscape Architecture						
1971-72.....	60.0	40.0				10
1972-73.....	60.0	40.0				10
Law						
1971-72.....	72.3	6.0	9.0	10.8	1.8	166
1972-73.....	74.9	6.8	9.4	8.4	0.5	191
Library and Records Science						
1971-72.....	67.3	13.5	7.7	3.9	7.7	52
1972-73.....	63.5	15.4	5.8	5.8	9.6	52
Man and Environment Studies						
1971-72.....	62.5	62.5	5.4	16.1	3.6	56
1972-73.....	65.0	10.0	8.3	13.3	3.3	60
Mass Media						
1971-72.....	77.1	11.4		2.9	8.6	35
1972-73.....	69.8	18.6	2.3	4.7	4.7	43

### Institutional Studies and Applied Social Science (3)

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Other Institutional Administration						
1971-72.....	33.3	66.7				3
1972-73.....	33.3	66.7				3
Other Records Science						
1971-72.....					100.0	1
1972-73.....					100.0	1
Other Teaching Fields, N.E.S.						
1971-72.....						
1972-73.....					100.0	1
Physical and Health Education and Recreation						
1971-72.....	76.5	6.9	4.9	5.4	6.4	204
1972-73.....	75.9	10.6	4.5	8.6	0.4	245
Public Health						
1971-72.....	45.8	8.3	18.8	4.2	22.9	48
1972-73.....	66.1	14.3	12.5	5.4	1.8	56
Secondary Education						
1971-72.....	89.1		2.2	4.4	4.4	46
1972-73.....	89.8				10.2	49
Social Work						
1971-72.....	75.3	15.7	1.1	6.7	1.1	89
1972-73.....	81.7	11.8	1.1	4.3	1.1	93
Teacher Education						
1971-72.....					100.0	1
1972-73.....					100.0	1
Vocational Education						
1971-72.....	100.0					5
1972-73.....	100.0					5
Total						
1971-72.....	72.8	9.1	5.4	6.6	6.1	1565
1972-73.....	75.3	10.4	5.1	6.1	3.0	1677

**Citizenship of Faculty, Ontario Universities  
1971-72 and 1972-73**

**Life and Geo-Specific Sciences**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
<b>Agriculture</b>						
1971-72.....	76.7	11.7	9.2	2.5		120
1972-73.....	74.0	12.6	11.0	2.4		127
<b>Agricultural and Biological Sciences</b>						
1971-72.....	76.9	7.7	7.7	7.7		13
1972-73.....	71.4	7.1	7.1	7.1	7.1	14
<b>Archaeology</b>						
1971-72.....					100.0	2
1972-73.....					100.0	5
<b>Biology</b>						
1971-72.....	64.5	10.7	13.4	9.7	1.6	186
1972-73.....	68.3	10.9	12.0	6.6	2.2	183
<b>Botany</b>						
1971-72.....	53.7	7.5	13.4	9.0	16.4	67
1972-73.....	59.7	11.1	13.9	12.5	2.8	72
<b>Forestry</b>						
1971-72.....	70.4			22.2	7.4	27
1972-73.....	76.7	3.3	3.3	16.7		30
<b>Geography</b>						
1971-72.....	46.1	10.1	25.6	14.0	4.3	258
1972-73.....	48.9	12.5	26.9	11.0	0.7	264
<b>Geology and Related</b>						
1971-72.....	66.7	5.2	17.8	8.9	1.5	135
1972-73.....	69.0	4.8	17.2	9.0		145
<b>Meteorology</b>						
1971-72.....					100.0	1
1972-73.....	25.0		50.0		25.0	4
<b>Oceanography</b>						
1971-72.....						
1972-73.....					100.0	1
<b>Veterinary Science</b>						
1971-72.....	69.0	3.5	13.8	13.8		29
1972-73.....	62.5	5.0	10.0	20.0	2.5	40
<b>Zoology</b>						
1971-72.....	44.7	8.3	5.3	4.6	37.1	132
1972-73.....	66.7	17.4	8.0	6.5	1.5	138
<b>Total</b>						
1971-72.....	58.3	8.8	15.2	9.5	8.4	970
1972-73.....	62.8	11.0	15.7	8.7	1.9	1023

**Citizenship of Faculty, Ontario Universities  
1971-72 and 1972-73**

**Medical Sciences**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Dentistry						
1971-72.....	68.8	3.1	12.5	7.8	7.8	64
1972-73.....	72.6	2.7	11.0	13.7		73
Medical Specialisations						
1971-72.....	69.7	4.4	9.5	8.8	7.7	274
1972-73.....	77.9	3.0	11.0	8.0		299
Medicine						
1971-72.....	64.1	3.1	10.1	8.2	14.5	454
1972-73.....	74.7	4.4	9.6	10.0	1.3	478
Nursing						
1971-72.....	70.3	9.4	1.5	12.3	6.5	138
1972-73.....	82.4	9.9	0.7	7.0		142
Optometry						
1971-72.....	66.7	8.3	8.3	8.3	8.3	12
1972-73.....	79.0	5.3	5.3	10.5		19
Paraclinical Sciences						
1971-72.....	59.8	5.4	12.0	14.1	8.7	92
1972-73.....	64.8	5.8	14.3	15.2		105
Pharmacy						
1971-72.....	86.7	6.7	6.7			15
1972-73.....	81.3	12.5	6.3			16
Rehabilitation Medicine						
1971-72.....	48.8	4.7	11.6	2.3	32.6	43
1972-73.....	69.2	7.7	11.5	7.7	3.9	52
Surgery and Specialisa- tions in Surgery						
1971-72.....	62.6	2.9	16.6	1.4	16.6	139
1972-73.....	80.0	3.2	13.6	3.2		155
Dental Hygiene						
1971-72.....						
1972-73.....					100.0	1
Medical Technology						
1971-72.....						
1972-73.....					100.0	1
Other Health Occupations						
1971-72.....						
1972-73.....	33.3	66.7				3
Total						
1971-72.....	65.6	4.4	10.0	8.1	11.9	1231
1972-73.....	75.7	4.9	9.8	8.9	0.7	1344



# Summary — Citizenship of Faculty, Ontario Universities, 1971-72 and 1972-73

## Pure and Applied Physical Sciences

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Applied Mathematics						
1971-72.....	50.7	9.3	11.3	20.7	8.0	150
1972-73.....	49.1	13.2	12.0	24.5	1.3	159
Biochemistry						
1971-72.....	56.3		31.3	6.3	6.3	16
1972-73.....	58.8		29.4	5.9	5.9	17
Biophysics						
1971-72.....						
1972-73.....					100.0	1
Chemistry						
1971-72.....	52.5	9.5	24.1	8.5	5.4	295
1972-73.....	58.5	11.0	23.1	7.0	0.3	299
Engineering						
1971-72.....	67.7	3.8	11.3	11.9	5.3	657
1972-73.....	71.2	5.0	11.4	12.3		665
Engineering Science						
1971-72.....	58.1	4.7	20.9	11.6	4.7	43
1972-73.....	60.9	4.4	19.6	10.9	4.4	46
Mathematics						
1971-72.....	51.0	13.7	10.5	18.8	6.1	410
1972-73.....	55.5	16.7	9.8	18.1		420
Mathematics and Physical Science						
1971-72.....	58.8	29.4	11.8			17
1972-73.....	60.0	26.7	6.7	6.7		15
Mathematics and Statistics						
1971-72.....	61.1	5.6	5.6	22.2	5.6	54
1972-73.....	59.4	7.3	5.8	20.3	7.3	69
Metallurgy and Materials Science						
1971-72.....					100.0	1
1972-73.....					100.0	1
Physics						
1971-72.....	56.3	6.4	12.5	8.9	15.9	327
1972-73.....	65.1	8.4	14.6	8.1	3.9	335
Total						
1971-72.....	58.2	7.9	13.5	13.1	7.5	1970
1972-73.....	62.5	9.7	13.5	13.3	1.1	2027

**Citizenship of Faculty, Ontario Universities, 1971-72 and 1972-73**

**Discipline Not Reported**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
1971-72.....	41.1	8.4	7.4	6.3	36.8	95
1972-73.....	43.8	12.5	18.8	18.8	6.3	48

**Summary — Citizenship of Faculty by Discipline Group,**

**Ontario Universities, 1971-72 and 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
<b>Humanities</b>						
1971-72.....	48.6	18.5	10.8	14.6	7.5	1809
1972-73.....	54.1	18.9	10.4	13.6	3.0	1832
<b>Creative and Dramatic Arts</b>						
1971-72.....	41.1	26.2	9.2	5.7	17.7	282
1972-73.....	45.8	25.3	10.7	7.1	11.0	336
<b>Social Sciences</b>						
1971-72.....	47.2	25.0	6.6	12.1	9.1	1997
1972-73.....	53.9	27.7	6.6	9.5	2.5	2100
<b>Institutional Studies and Applied Social Sciences</b>						
1971-72.....	72.8	9.1	5.4	6.6	6.1	1565
1972-73.....	75.3	10.4	5.1	6.1	3.0	1677
<b>Life and Geo-Specific Sciences</b>						
1971-72.....	58.3	8.8	15.2	9.5	8.4	970
1972-73.....	62.8	11.0	15.7	8.7	1.9	1023
<b>Medical Sciences</b>						
1971-72.....	65.6	4.4	10.0	8.1	11.9	1231
1972-73.....	75.7	4.9	9.8	8.9	0.7	1344
<b>Pure and Applied Physical Sciences</b>						
1971-72.....	58.2	7.9	13.5	13.1	7.5	1970
1972-73.....	62.5	9.7	13.5	13.3	1.1	2027
<b>Discipline not reported</b>						
1971-72.....	41.1	8.4	7.4	6.3	36.8	95
1972-73.....	43.8	12.5	18.8	18.8	6.3	48
<b>Total</b>						
1971-72.....	56.8	13.6	9.9	10.9	8.8	9919
1972-73.....	62.4	15.1	9.9	10.2	2.4	10387

**TABLE D-2**  
**Citizenship of Faculty by Discipline Group,**  
**Brock University, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	51.9	22.2	11.1	14.8		54
1972-73.....	55.3	21.3	6.4	17.0		47
Creative and Dramatic Arts						
1971-72.....					100.0	2
1972-73.....	41.7	16.7	16.7	8.3	16.7	12
Social Sciences						
1971-72.....	72.0	22.0	2.0	4.0		50
1972-73.....	73.1	21.2	1.9	3.9		52
Institutional Studies and Applied Social Science						
1971-72.....	82.4		5.9		11.8	17
1972-73.....	71.4	4.8	4.8	4.8	14.3	21
Life and Geo-Specific Sciences						
1971-72.....	66.7	6.1	21.2	3.0	3.0	33
1972-73.....	61.1	8.3	22.2	2.8	5.6	36
Medical Sciences						
1971-72.....						
1972-73.....						
Pure and Applied Physical Sciences						
1971-72.....	36.7	20.0	23.3	13.3	6.7	30
1972-73.....	36.7	20.0	23.3	13.3	6.7	30
Total						
1971-72.....	59.7	16.7	11.8	8.1	3.8	186
1972-73.....	59.1	16.7	11.1	8.6	4.6	198

**Citizenship of Faculty by Discipline Groups,  
Carleton University, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	48.7	13.5	16.7	19.9	1.3	156
1972-73.....	50.6	12.8	15.4	18.6	2.6	156
Creative and Dramatic Arts						
1971-72.....	44.4	11.1	22.2	11.1	11.1	9
1972-73.....	36.4	27.3	27.3		9.1	11
Social Sciences						
1971-72.....	57.2	26.7	7.8	8.3		180
1972-73.....	58.9	25.6	7.2	8.2		180
Institutional Studies and Applied Social Science						
1971-72.....	84.2	1.8	8.8	1.8	3.5	57
1972-73.....	82.5	3.2	6.4	4.8	3.2	63
Life and Geo-Specific Sciences						
1971-72.....	65.2	7.6	22.6	5.7		53
1972-73.....	65.5	7.3	23.6	3.6		55
Medical Sciences						
1971-72.....						
1972-73.....						
Pure and Applied Physical Sciences						
1971-72.....	69.1	8.1	9.8	13.0		123
1972-73.....	69.5	7.6	10.2	12.7		118
Total						
1971-72.....	60.6	14.7	12.3	11.6	0.9	578
1972-73.....	61.6	14.4	11.8	11.0	1.2	583

**Citizenship of Faculty by Discipline Group  
University of Guelph, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	45.2	16.7	20.2	13.1	4.8	84
1972-73.....	47.1	16.1	24.1	10.3	2.3	87
Creative and Dramatic Arts						
1971-72.....	54.6	22.7	9.1	4.6	9.1	22
1972-73.....	69.6	17.4	13.0			23
Social Sciences						
1971-72.....	57.0	20.0	8.0	13.0	2.0	100
1972-73.....	61.0	19.5	11.0	6.8	1.7	118
Institutional Studies and Applied Social Science						
1971-72.....	76.6	7.5	11.7	3.2	1.1	94
1972-73.....	68.9	13.3	10.0	3.3	4.4	90
Life and Geo-Specific Sciences						
1971-72.....	73.9	9.1	9.1	7.5	0.4	241
1972-73.....	72.7	9.2	9.2	8.4	0.4	249
Medical Sciences						
1971-72.....	84.2	7.0	7.0	1.8		57
1972-73.....	87.0	6.5	6.5			46
Pure and Applied Physical Sciences						
1971-72.....	67.3	4.8	16.4	6.7	4.8	104
1972-73.....	65.0	9.4	15.4	10.3		117
Discipline not reported						
1971-72.....					100.0	2
1972-73.....					100.0	1
Total						
1971-72.....	67.5	10.9	11.5	7.7	2.4	704
1972-73.....	66.8	12.3	12.3	7.3	1.4	731



**Citizenship of Faculty by Discipline Groups**  
**Lakehead University, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	40.5	24.3	5.4	24.3	5.4	37
1972-73.....	41.2	26.5	5.9	23.5	2.9	34
Creative and Dramatic Arts						
1971-72.....					100.0	1
1972-73.....					100.0	1
Social Sciences						
1971-72.....	33.9	27.1	11.9	27.1		59
1972-73.....	39.7	29.3	10.3	20.7		58
Institutional Studies and Applied Social Science						
1971-72.....	52.3	4.6	6.8	11.4	25.0	44
1972-73.....	50.0	4.8	2.4	11.9	31.0	42
Life and Geo-Specific Sciences						
1971-72.....	58.8	5.9	17.7	17.7		34
1972-73.....	59.5	2.7	24.3	13.5		37
Medical Sciences						
1971-72.....	53.9	15.4		30.8		13
1972-73.....	50.0	20.0		30.0		10
Pure and Applied Physical Sciences						
1971-72.....	55.3	6.4	21.3	14.9	2.1	47
1972-73.....	57.8	6.7	24.4	8.9	2.2	45
Discipline not reported						
1971-72.....	20.0			80.0		5
1972-73.....	66.7			33.3		6
Total						
1971-72.....	46.7	14.2	11.7	21.3	6.3	240
1972-73.....	49.4	14.6	12.5	16.7	6.9	233

**Citizenship of Faculty by Discipline Group,  
Laurentian University, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	52.2	11.9	7.5	23.9	4.5	67
1972-73.....	67.5	8.4	4.8	16.9	2.5	83
Creative and Dramatic Arts						
1971-72.....					100.0	2
1972-73.....					100.0	1
Social Sciences						
1971-72.....	48.8	15.0	6.3	30.0		80
1972-73.....	50.0	17.1	5.7	25.0	2.3	88
Institutional Studies and Applied Social Science						
1971-72.....	60.9		8.7	8.7	21.7	23
1972-73.....	83.3	2.8	5.6	8.3		36
Life and Geo-Specific Sciences						
1971-72.....	60.5	2.6	15.8	15.8	5.3	38
1972-73.....	66.7	2.4	9.5	14.3	7.1	42
Medical Sciences						
1971-72.....	85.7		14.3			7
1972-73.....	80.0		20.0			5
Pure and Applied Physical Sciences						
1971-72.....	61.0		9.8	22.0	7.4	41
1972-73.....	65.1		9.3	18.6	7.0	43
Discipline not reported						
1971-72.....	8.75			12.5		16
1972-73.....						
Total						
1971-72.....	56.9	7.7	8.4	21.5	5.5	274
1972-73.....	63.8	8.1	6.7	17.8	3.7	298

**Citizenship of Faculty by Discipline Group,  
McMaster University, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	41.4	19.8	20.7	18.1		116
1972-73.....	42.0	17.7	18.5	21.0	0.8	119
Creative and Dramatic Arts						
1971-72.....	61.5	23.1	15.4			13
1972-73.....	30.0	10.0	15.0	20.0	25.0	20
Social Sciences						
1971-72.....	50.4	38.2	5.7	5.7		123
1972-73.....	51.5	38.5	5.4	4.6		130
Institutional Studies and Applied Social Science						
1971-72.....	60.9	21.7	11.6	5.8		69
1972-73.....	64.8	16.9	8.5	4.2	5.6	71
Life and Geo-Specific Sciences						
1971-72.....	52.0	14.0	26.0	8.0		50
1972-73.....	41.3	10.9	23.9	4.4	19.6	46
Medical Sciences						
1971-72.....	48.1	7.1	17.3	27.6		156
1972-73.....	58.7	5.8	17.4	16.9	1.2	172
Pure and Applied Physical Sciences						
1971-72.....	58.7	7.3	22.0	12.0		150
1972-73.....	60.6	9.4	20.0	9.4	0.6	160
Discipline not reported						
1971-72.....					100.0	2
1972-73.....						
Total						
1971-72.....	51.4	17.2	16.8	14.3	0.3	679
1972-73.....	53.7	16.0	15.4	11.7	3.2	719

**Citizenship of Faculty by Discipline Group,  
University of Ottawa, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	63.0	13.3	5.0	18.8		181
1972-73.....	65.6	13.4	4.3	16.7		186
Creative and Dramatic Arts						
1971-72.....	50.0	9.1		9.1	31.8	22
1972-73.....	48.2	14.8		11.1	25.9	27
Social Sciences						
1971-72.....	69.3	9.7	3.5	16.7	0.9	114
1972-73.....	68.2	10.1	3.1	17.8	0.8	129
Institutional Studies and Applied Social Science						
1971-72.....	82.8	4.9	4.0	7.1	1.3	227
1972-73.....	85.3	4.0	4.0	6.3	0.5	224
Life and Geo-Specific Sciences						
1971-72.....	61.5	15.4	10.3	12.8		39
1972-73.....	61.0	14.6	9.8	14.6		41
Medical Sciences						
1971-72.....	76.3	1.4	8.6	13.7		139
1972-73.....	79.5	1.4	7.5	11.0	0.7	146
Pure and Applied Physical Sciences						
1971-72.....	61.7	5.2	8.7	24.4		115
1972-73.....	58.9	6.5	8.9	25.8		124
Total						
1971-72.....	70.9	7.4	5.7	14.7	1.3	837
1972-73.....	71.6	7.6	5.4	14.3	1.1	877

**Citizenship of Faculty by Discipline Group,  
Queen's University, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	53.8	14.0	19.4	12.9		93
1972-73.....	53.3	16.3	17.4	13.0		92
Creative and Dramatic Arts						
1971-72.....	43.5	17.4	34.8	4.4		23
1972-73.....	36.7	20.0	40.0	3.3		30
Social Sciences						
1971-72.....	53.9	18.3	15.7	12.2		115
1972-73.....	53.7	19.8	15.7	10.7		121
Institutional Studies and Applied Social Science						
1971-72.....	82.8	6.9	6.2	2.8	1.4	145
1972-73.....	83.3	7.4	4.9	3.7	0.6	162
Life and Geo-Specific Sciences						
1971-72.....	60.4	5.7	20.8	13.2		53
1972-73.....	63.6	5.5	21.8	9.1		55
Medical Sciences						
1971-72.....	76.0	4.0	13.6	6.4		125
1972-73.....	72.3	3.9	13.9	10.0		130
Pure and Applied Physical Sciences						
1971-72.....	61.6	6.9	19.2	12.3		203
1972-73.....	60.8	7.5	20.6	11.2		214
Discipline not reported						
1971-72.....	56.3		43.8			16
1972-73.....	50.0		42.9	7.1		14
Total						
1971-72.....	65.1	9.1	16.4	9.2	0.3	773
1972-73.....	64.3	9.9	16.5	9.2	0.1	818



**Citizenship of Faculty by Discipline Group,  
University of Toronto, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	37.6	15.1	9.4	4.3	33.6	351
1972-73.....	53.4	17.5	9.3	8.5	11.4	343
Creative and Dramatic Arts						
1971-72.....	40.9	22.7	6.1	3.0	27.3	66
1972-73.....	59.1	22.7	7.6	10.6		66
Social Sciences						
1971-72.....	20.2	17.4	5.4	1.9	55.2	317
1972-73.....	47.6	28.2	3.6	5.5	15.2	309
Institutional Studies and Applied Social Science						
1971-72.....	73.0	5.8	4.1	0.9	16.2	345
1972-73.....	82.0	9.0	3.1	4.5	1.4	355
Life and Geo-Specific Sciences						
1971-72.....	34.8	3.7	11.6	4.9	45.1	164
1972-73.....	60.1	14.5	15.6	8.7	1.2	173
Medical Sciences						
1971-72.....	57.2	3.3	8.1	1.5	29.9	481
1972-73.....	80.7	4.8	7.8	5.9	0.8	523
Pure and Applied Physical Sciences						
1971-72.....	47.6	6.3	10.3	3.0	32.9	368
1972-73.....	65.4	10.3	9.2	11.8	3.3	390
Discipline not reported						
1971-72.....					100.0	1
1972-73.....						
Total						
1971-72.....	46.9	9.0	7.8	2.5	33.8	2093
1972-73.....	66.7	13.2	7.6	7.5	5.1	2159

**Citizenship of Faculty by Discipline Group,  
Trent University, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	51.9	9.3	16.7	22.2		54
1972-73.....	52.8	9.4	17.0	20.8		53
Creative and Dramatic Arts						
1971-72.....						
1972-73.....						
Social Sciences						
1971-72.....	60.9	14.1	12.5	12.5		64
1972-73.....	60.3	16.2	8.8	14.7		68
Institutional Studies and Applied Social Science						
1971-72.....					100.0	3
1972-73.....	100.0					3
Life and Geo-Specific Sciences						
1971-72.....	73.3		20.0		6.7	15
1972-73.....	73.3		13.3	13.3		15
Medical Sciences						
1971-72.....						
1972-73.....						
Pure and Applied Physical Sciences						
1971-72.....	66.7	4.8	19.1	9.5		21
1972-73.....	70.0	5.0	15.0	10.0		20
Total						
1971-72.....	58.6	9.6	15.3	14.0	2.6	157
1972-73.....	61.0	10.7	12.6	15.7		159

**Citizenship of Faculty by Discipline Group,  
University of Waterloo, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	50.0	30.0	8.0	8.0	1.0	100
1972-73.....	51.7	31.0	8.1	9.2		87
Creative and Dramatic Arts						
1971-72.....	57.1	42.9				7
1972-73.....	62.5	37.5				8
Social Sciences						
1971-72.....	42.9	37.9	7.1	10.0	2.1	140
1972-73.....	47.5	36.5	7.3	8.8		137
Institutional Studies and Applied Social Science						
1971-72.....	61.1	13.9	4.2	11.1	9.7	72
1972-73.....	61.3	13.3	6.7	13.3	5.3	75
Life and Geo-Specific Sciences						
1971-72.....	56.4	5.5	25.5	10.9	1.8	55
1972-73.....	62.1	5.2	24.1	8.6		58
Medical Sciences						
1971-72.....	66.7	8.3	8.3	8.3	8.3	12
1972-73.....	79.0	5.3	5.3	10.5		19
Pure and Applied Physical Sciences						
1971-72.....	59.4	6.4	12.8	16.7	4.7	360
1972-73.....	63.4	7.5	13.3	15.9		347
Discipline not reported						
1971-72.....	40.0	40.0			20.0	5
1972-73.....	33.3	50.0		16.7		6
Total						
1971-72.....	55.0	17.0	10.9	12.9	4.1	751
1972-73.....	58.9	16.7	11.3	12.6	0.5	737

**Citizenship of Faculty by Discipline Group,  
Waterloo Lutheran University\*, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	79.1	11.6	4.7	4.7		43
1972-73.....	83.3	9.5	4.8	2.4		42
Creative and Dramatic Arts						
1971-72.....	100.0					4
1972-73.....	100.0					4
Social Sciences						
1971-72.....	75.0	22.5		2.5		40
1972-73.....	74.4	20.9		4.7		43
Institutional Studies and Applied Social Science						
1971-72.....	71.4	14.3		4.8	9.5	21
1972-73.....	70.8	12.5		4.2	12.5	24
Life and Geo-Specific Sciences						
1971-72.....	56.3	31.3		6.3	6.3	16
1972-73.....	62.5	31.3			6.3	16
Medical Sciences						
1971-72.....						
1972-73.....						
Pure and Applied Physical Sciences						
1971-72.....	83.3			16.7		12
1972-73.....	76.9			15.4	7.7	13
Total						
1971-72.....	75.0	16.2	1.5	5.2	2.2	136
1972-73.....	76.1	14.8	1.4	4.2	3.5	142

\*Now Sir Wilfrid Laurier University

**Citizenship of Faculty by Discipline Group,  
The University of Western Ontario, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	51.7	24.7	10.1	12.9	0.6	178
1972-73.....	54.4	24.2	9.3	11.5	0.6	182
Creative and Dramatic Arts						
1971-72.....	48.9	37.8	4.4	4.4	4.4	45
1972-73.....	39.5	37.2	4.7	4.7	14.0	43
Social Sciences						
1971-72.....	48.0	36.6	5.5	6.9		202
1972-73.....	52.1	36.5	5.0	6.4		219
Institutional Studies and Applied Social Science						
1971-72.....	78.4	12.7	3.7	4.9	0.4	245
1972-73.....	77.0	12.9	4.7	5.5		256
Life and Geo-Specific Sciences						
1971-72.....	57.5	13.8	19.2	9.6		94
1972-73.....	53.9	16.4	20.2	9.6		104
Medical Sciences						
1971-72.....	79.3	5.7	9.7	5.3		227
1972-73.....	75.6	6.5	9.7	7.5	0.7	279
Pure and Applied Physical Sciences						
1971-72.....	61.7	12.6	15.4	10.3		175
1972-73.....	59.0	13.9	16.2	11.0		173
Discipline not reported						
1971-72.....					100.0	1
1972-73.....					100.0	1
Total						
1971-72.....	63.9	18.9	9.2	7.7	0.4	1167
1972-73.....	63.3	18.5	9.4	8.0	0.8	1257



**Citizenship of Faculty by Discipline Group,  
University of Windsor, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72 .....	50.6	25.3	2.3	21.8		87
1972-73.....	56.6	30.1	2.4	10.8		83
Creative and Dramatic Arts						
1971-72.....	11.5	57.7	11.5	19.2		26
1972-73.....	24.0	64.0	8.0	4.0		25
Social Sciences						
1971-72 .....	43.2	34.2	0.9	21.6		111
1972-73.....	48.2	40.7	1.9	9.3		108
Institutional Studies and Applied Social Science						
1971-72.....	54.3	17.1	2.9	25.7		105
1972-73.....	63.8	20.0	5.7	10.5		105
Life and Geo-Specific Sciences						
1971-72.....	55.9	14.7	8.8	20.6		34
1972-73.....	62.2	18.9	8.1	10.8		37
Medical Sciences						
1971-72.....	58.3			41.7		12
1972-73. ....	75.0			25.0		12
Pure and Applied Physical Sciences						
1971-72.....	57.8	3.9	3.9	33.3	1.0	102
1972-73.....	71.4	8.2	5.1	14.3	1.0	98
Total						
1971-72.....	49.7	21.4	3.4	25.4	0.2	477
1972-73.....	58.6	25.9	4.3	11.1	0.2	468

**Citizenship of Faculty by Discipline Group,  
York University, 1971-72 and 1972-73**

	% Canada	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	46.1	23.8	8.3	21.4	0.5	206
1972-73.....	49.2	25.6	8.8	14.3	2.1	238
Creative and Dramatic Arts						
1971-72.....	27.5	22.5	7.5	10.0	32.5	40
1972-73.....	43.1	21.5	7.7	7.7	20.0	65
Social Sciences						
1971-72.....	48.3	23.2	7.0	21.5		302
1972-73.....	52.1	29.7	8.8	9.4		340
Institutional Studies and Applied Social Science						
1971-72.....	59.0	15.0	7.0	14.0	5.0	100
1972-73.....	60.0	16.7	7.3	8.7	7.3	150
Life and Geo-Specific Sciences						
1971-72.....	49.0	11.8	17.7	19.6	2.0	51
1972-73.....	57.6	15.3	17.0	8.5	1.7	59
Medical Sciences						
1971-72.....					100.0	2
1972-73.....					100.0	2
Pure and Applied Physical Sciences						
1971-72.....	54.6	21.9	11.8	10.9	0.8	119
1972-73.....	53.3	21.5	11.9	12.6	0.7	135
Discipline not reported						
1971-72.....	27.7	12.8		59.6		47
1972-73.....	42.1	15.8	15.8	26.3		19
Total						
1971-72.....	47.8	20.9	8.2	20.5	2.7	867
1972-73.....	52.2	24.0	9.5	11.0	3.3	1008

**Summary — Citizenship of Faculty by Discipline Group,  
Ontario Universities, 1971-72 and 1972-73.**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
<b>Brock</b>						
1971-72.....	59.7	16.7	11.8	8.1	3.8	186
1972-73.....	59.1	16.7	11.1	8.6	4.6	198
<b>Carleton</b>						
1971-72.....	60.6	14.7	12.3	11.6	0.9	578
1972-73.....	61.6	14.4	11.8	11.0	1.2	583
<b>Guelph</b>						
1971-72.....	67.5	10.9	11.5	7.7	2.4	704
1972-73.....	66.8	12.3	12.3	7.3	1.4	731
<b>Lakehead</b>						
1971-72.....	46.7	14.7	11.7	21.3	6.3	240
1972-73.....	49.4	14.6	12.5	16.7	6.9	233
<b>Laurentian</b>						
1971-72.....	56.9	7.7	8.4	21.5	5.5	274
1972-73.....	63.8	8.1	6.7	17.8	3.7	298
<b>McMaster</b>						
1971-72.....	51.4	17.2	16.8	14.3	0.3	679
1972-73.....	53.7	16.0	15.4	11.7	3.2	719
<b>Ottawa</b>						
1971-72.....	70.9	7.4	5.7	14.7	1.3	837
1972-73.....	71.6	7.6	5.4	14.3	1.1	877
<b>Queen's</b>						
1971-72.....	65.1	9.1	16.4	9.2	0.3	773
1972-73.....	64.3	9.9	16.5	9.2	0.1	818
<b>Toronto</b>						
1971-72.....	46.9	9.0	7.8	2.5	33.8	2093
1972-73.....	66.7	13.2	7.6	7.5	5.1	2159
<b>Trent</b>						
1971-72.....	58.6	9.6	15.3	14.0	2.6	157
1972-73.....	61.0	10.7	12.6	15.7		159
<b>Waterloo</b>						
1971-72.....	55.0	17.0	10.9	12.9	4.1	751
1972-73.....	58.9	16.7	11.3	12.6	0.5	737
<b>Waterloo Lutheran</b>						
1971-72.....	75.0	16.2	1.5	5.2	2.2	136
1972-73.....	76.1	14.8	1.4	4.2	3.5	142
<b>Western</b>						
1971-72.....	63.9	18.9	9.2	7.7	0.4	1167
1972-73.....	63.3	18.5	9.4	8.0	0.8	1257
<b>Windsor</b>						
1971-72.....	49.7	21.4	3.4	25.4	0.2	477
1972-73.....	58.6	25.9	4.3	11.1	0.2	468
<b>York</b>						
1971-72.....	49.5	21.5	8.4	21.0	2.7	867
1972-73.....	54.0	24.8	9.9	11.4	3.3	1008

**TABLE D-3**  
**Citizenship of Faculty by University, 1971-72 and 1972-73**  
**Biology**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....					100.0	1
1972-73.....					100.0	2
Carleton						
1971-72.....	70.8	12.5	16.7			24
1972-73.....	72.0	12.0	16.0			25
Guelph						
1971-72.....	75.3	9.7	7.5	7.5		93
1972-73.....	75.0	9.8	8.7	6.5		92
Lakehead						
1971-72.....	90.9			9.1		11
1972-73.....	90.9			9.1		11
Laurentian						
1971-72.....	46.2		15.4	23.1	15.4	13
1972-73.....	64.3		7.2	14.3	14.3	14
McMaster						
1971-72.....	63.2	10.5	21.1	5.3		19
1972-73.....	41.7	8.3	16.7		33.3	12
Ottawa						
1971-72.....	75.0	25.0				16
1972-73.....	76.5	23.5				17
Queen's						
1971-72.....	57.2	4.8	23.8	14.3		21
1972-73.....	61.9	4.8	23.8	9.5		21
Toronto						
1971-72.....	20.4	5.4	7.5	2.2	64.5	93
1972-73.....	58.8	19.6	12.4	9.3		97
Trent						
1971-72.....	77.8		22.2			9
1972-73.....	77.8		11.1	11.1		9
Waterloo						
1971-72.....	60.9	4.4	21.7	13.1		23
1972-73.....	66.7	4.2	20.8	8.3		24
Waterloo Lutheran						
1971-72.....	100.0					5
1972-73.....	100.0					5
Western						
1971-72.....	61.5	15.4	11.5	11.5		26
1972-73.....	57.2	21.4	10.7	10.7		28
Windsor						
1971-72.....	57.2	28.6		14.3		14
1972-73.....	60.0	26.7		13.3		15
York						
1971-72.....	41.2	17.7	11.8	29.4		17
1972-73.....	61.9	19.1	9.5	9.5		21
Total						
1971-72.....	55.9	9.4	10.7	7.8	16.4	385
1972-73.....	66.2	13.2	11.0	7.6	2.0	393

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Chemistry**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....	44.4	44.4	11.1			9
1972-73.....	44.4	44.4	11.2			9
Carleton						
1971-72.....	75.0	15.0	10.0			20
1972-73.....	77.8	11.1	11.1			18
Guelph						
1971-72.....	51.6	9.7	35.5	3.2		31
1972-73.....	48.4	16.1	32.3	3.2		31
Lakehead						
1971-72.....	20.0		60.0	20.0		10
1972-73.....	20.0		60.0	20.0		10
Laurentian						
1971-72.....	87.5		12.5			8
1972-73.....	87.5		12.5			8
McMaster						
1971-72.....	40.7	14.8	40.7	3.7		27
1972-73.....	39.3	14.3	42.9	3.5		28
Ottawa						
1971-72.....	69.2		23.1	7.7		13
1972-73.....	69.2		23.1	7.7		13
Queen's						
1971-72.....	80.8	7.7	3.9	7.7		26
1972-73.....	80.8	7.7	3.8	7.7		26
Toronto						
1971-72.....	20.9	9.3	30.2	4.7	34.9	43
1972-73.....	55.3	10.6	21.3	10.6	2.1	47
Trent						
1971-72.....	62.5		37.5			8
1972-73.....	71.4		28.6			7
Waterloo						
1971-72.....	67.7	3.2	16.1	9.7	3.2	31
1972-73.....	65.6	6.3	15.6	12.5		32
Waterloo Lutheran						
1971-72.....	75.0			25.0		4
1972-73.....	75.0			25.0		4
Western						
1971-72.....	58.6	13.8	24.1	3.5		29
1972-73.....	60.0	13.3	23.3	3.4		30
Windsor						
1971-72.....	44.4		5.6	50.0		18
1972-73.....	80.0	13.3	6.7			15
York						
1971-72.....	38.9	16.7	33.3	11.1		18
1972-73.....	33.3	14.3	38.1	14.3		21
Total						
1971-72.....	52.5	9.5	24.1	8.5	5.4	295
1972-73.....	58.5	11.0	23.1	7.0	0.3	299

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Commerce, Management and Administration**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....						
1972-73.....						
Carleton						
1971-72.....	100.0					6
1972-73.....	100.0					6
Guelph						
1971-72.....						
1972-73.....					100.0	1
Lakehead						
1971-72.....	62.5	12.5	12.5	12.5		16
1972-73.....	71.5	14.3	7.1	7.1		14
Laurentian						
1971-72.....	88.9		11.1			9
1972-73.....	80.0	10.0	10.0			10
McMaster						
1971-72.....	66.7	29.6		3.7		27
1972-73.....	76.0	20.0		4.0		25
Ottawa						
1971-72.....	80.0	6.7	6.7	6.7		15
1972-73.....	80.0	6.7	6.7	6.7		15
Queen's						
1971-72.....	86.2	3.5	3.5	6.9		29
1972-73.....	93.8	3.1		3.1		32
Toronto						
1971-72.....	62.5	16.7	4.2		16.7	24
1972-73.....	71.4	21.4	3.6	3.6		28
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....						
1972-73.....						
Waterloo Lutheran						
1971-72.....	100.0					9
1972-73.....	100.0					11
Western						
1971-72.....	78.8	12.1	6.1	3.0		66
1972-73.....	79.4	8.8	7.4	4.4		68
Windsor						
1971-72.....	54.6	13.6		31.8		22
1972-73.....	60.0	25.0		15.0		20
York						
1971-72.....	54.3	25.7	2.9	17.1		35
1972-73.....	58.7	28.3	4.3	8.7		46
Total						
1971-72.....	72.1	14.0	4.3	8.1	1.6	258
1972-73.....	75.7	14.5	4.0	5.4	0.4	276



**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Economics**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....	71.4	14.3		14.3		7
1972-73.....	75.0	12.5		12.5		8
Carleton						
1971-72.....	51.9	18.5	7.4	22.2		27
1972-73.....	63.0	11.1	3.7	22.2		27
Guelph						
1971-72.....	74.2	9.7		16.1		31
1972-73.....	67.5	12.5	7.5	12.5		40
Lakehead						
1971-72.....	36.4		9.1	54.6		11
1972-73.....	22.2		11.1	66.7		9
Laurentian						
1971-72.....	41.7	8.3	8.3	41.7		12
1972-73.....	50.0	10.0	10.0	30.0		10
McMaster						
1971-72.....	54.2	25.0	8.3	12.5		24
1972-73.....	50.0	34.6	7.7	7.7		26
Ottawa						
1971-72.....	46.7	13.3	6.7	33.3		15
1972-73.....	43.8	12.5	6.2	37.5		16
Queen's						
1971-72.....	79.3	3.5	6.9	10.3		29
1972-73.....	75.9	3.4	10.3	10.4		29
Toronto						
1971-72.....	18.8		6.3		75.0	16
1972-73.....	70.9	21.8		7.3		55
Trent						
1971-72.....	83.3			16.7		6
1972-73.....	71.4	14.3		14.3		7
Waterloo						
1971-72.....	42.9	19.1	9.5	19.1	9.5	21
1972-73.....	50.0	25.0	10.0	15.0		20
Waterloo Lutheran						
1971-72.....	87.5	12.5				8
1972-73.....	87.5	12.5				8
Western						
1971-72.....	46.5	34.9	2.3	16.3		43
1972-73.....	54.3	34.8	2.2	8.7		46
Windsor						
1971-72.....	66.7	14.3		19.1		21
1972-73.....	77.3	13.6		9.1		22
York						
1971-72.....	42.9	14.3	4.8	38.1		42
1972-73.....	56.8	15.9	2.3	25.0		44
Total						
1971-72.....	54.4	15.4	4.8	21.1	4.5	313
1972-73.....	61.9	18.3	4.3	15.5		367

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Engineering**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....						
1972-73.....						
Carleton						
1971-72.....	82.2	4.4	4.4	8.9		45
1972-73.....	82.3	4.4	4.4	8.9		45
Guelph						
1971-72.....	91.7		4.2	4.2		24
1972-73.....	92.0		4.0	4.0		25
Lakehead						
1971-72.....	81.8	9.1	9.1			11
1972-73.....	75.0	8.3	16.7			12
Laurentian						
1971-72.....	60.0			40.0		5
1972-73.....	60.0			40.0		5
McMaster						
1971-72.....	57.6	6.8	25.4	10.2		59
1972-73.....	62.1	12.1	19.7	6.1		66
Ottawa						
1971-72.....	64.4	6.7	4.4	24.4		45
1972-73.....	61.4	9.1	6.8	22.7		44
Queen's						
1971-72.....	62.0	3.8	22.8	11.4		79
1972-73.....	62.5	2.3	25.0	10.2		88
Toronto						
1971-72.....	68.4	2.3	7.3	4.0	18.1	177
1972-73.....	78.1	3.2	6.4	12.3		187
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....	65.4	4.3	12.4	16.1	1.9	162
1972-73.....	68.0	5.9	11.8	14.3		153
Waterloo Lutheran						
1971-72.....						
1972-73.....						
Western						
1971-72.....	65.3	4.1	18.4	12.3		49
1972-73.....	60.1	4.9	22.0	12.2		41
Windsor						
1971-72.....	66.7	2.4	4.8	26.2		42
1972-73.....	72.5	2.5	7.5	17.5		40
York						
1971-72.....						
1972-73.....						
Total						
1971-72.....	67.3	3.9	11.9	11.9	5.0	698
1972-73.....	70.7	5.0	12.0	12.3		706

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Geography**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....	40.0		60.0			10
1972-73.....	33.3	8.3	58.4			12
Carleton						
1971-72.....	37.5	6.3	43.8	12.5		16
1972-73.....	37.5	6.3	50.0	6.2		16
Guelph						
1971-72.....	47.1		29.4	23.5		17
1972-73.....	41.2		29.4	29.4		17
Lakehead						
1971-72.....	14.3	14.3	71.4			7
1972-73.....	14.3		85.7			7
Laurentian						
1971-72.....	66.7	6.7	6.7	20.0		15
1972-73.....	75.0	6.3		18.7		16
McMaster						
1971-72.....	36.8	15.8	31.6	15.8		19
1972-73.....	40.0	20.0	20.0	20.0		10
Ottawa						
1971-72.....	53.3	13.3	13.3	20.0		15
1972-73.....	50.0	12.5	12.5	25.0		16
Queen's						
1971-72.....	40.0	6.7	26.7	26.7		15
1972-73.....	43.8	6.2	31.3	18.7		16
Toronto						
1971-72.....	42.9		22.9	5.7	28.6	35
1972-73.....	51.4	8.1	29.7	5.4	5.4	37
Trent						
1971-72.....	66.7		16.7	16.7		6
1972-73.....	66.6		16.7	16.7		6
Waterloo						
1971-72.....	50.0	5.0	30.0	10.0	5.0	20
1972-73.....	52.2	8.7	30.4	8.7		23
Waterloo Lutheran						
1971-72.....	40.0	50.0		10.0		10
1972-73.....	50.0	50.0				10
Western						
1971-72.....	44.4	25.9	22.2	7.4		27
1972-73.....	40.8	25.9	25.9	7.4		27
Windsor						
1971-72.....	46.2	7.7	15.4	30.8		13
1972-73.....	57.1	21.4	14.3	7.2		14
York						
1971-72.....	54.6	9.1	21.2	15.2		33
1972-73.....	56.8	13.5	21.6	8.1		37
Total						
1971-72.....	46.1	10.1	25.6	14.0	4.3	258
1972-73.....	48.9	12.5	26.9	11.0	0.8	264

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**History**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....	76.9	15.4	7.7			13
1972-73.....	76.9	15.4	7.7			13
Carleton						
1971-72.....	55.3	23.7	15.8	5.3		38
1972-73.....	56.8	21.6	16.2	5.4		37
Guelph						
1971-72.....	72.7	18.2	9.1			11
1972-73.....	71.4	21.4	7.2			14
Lakehead						
1971-72.....	41.7	25.0	16.7	16.7		12
1972-73.....	45.4	27.3	18.2	9.1		11
Laurentian						
1971-72.....	89.5	10.5				19
1972-73.....	88.2	11.8				17
McMaster						
1971-72.....	70.8	20.8	8.3			24
1972-73.....	69.6	21.7	8.7			23
Ottawa						
1971-72.....	79.2	12.5		8.3		24
1972-73.....	77.0	11.5		11.5		26
Queen's						
1971-72.....	57.7	38.5	3.9			26
1972-73.....	55.6	40.7	3.7			27
Toronto						
1971-72.....	36.8	25.0	13.2	2.9	22.1	68
1972-73.....	53.7	31.3	6.0	2.3	6.0	67
Trent						
1971-72.....	53.9	15.4	15.4	15.4		13
1972-73.....	53.4	20.0	13.3	13.3		15
Waterloo						
1971-72.....	55.2	20.7	17.2	6.9		29
1972-73.....	53.6	21.4	17.9	7.1		28
Waterloo Lutheran						
1971-72.....	55.6	33.3		11.1		9
1972-73.....	55.6	22.2		22.2		9
Western						
1971-72.....	58.1	37.2	2.3	2.3		43
1972-73.....	61.4	31.8	2.3	4.5		44
Windsor						
1971-72.....	81.3	12.5		6.3		16
1972-73.....	75.0	12.5	6.2	6.3		16
York						
1971-72.....	45.6	33.3	5.3	15.8		57
1972-73.....	49.2	38.5	9.2	3.1		65
Total						
1971-72.....	57.0	25.2	8.2	6.0	3.8	402
1972-73.....	60.0	26.7	7.8	4.6	1.0	412

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Law**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....						
1972-73.....						
Carleton						
1971-72.....	71.4		28.6			7
1972-73.....	85.7		14.3			7
Guelph						
1971-72.....						
1972-73.....						
Lakehead						
1971-72.....						
1972-73.....						
Laurentian						
1971-72.....						
1972-73.....						
McMaster						
1971-72.....						
1972-73.....					100.0	1
Ottawa						
1971-72.....	78.1	6.3	6.3	9.4		32
1972-73.....	77.8	2.8	8.3	11.1		36
Queen's						
1971-72.....	82.8	10.3	3.5	3.5		29
1972-73.....	83.3	10.0		6.7		30
Toronto						
1971-72.....	76.9	7.7	3.9		11.5	26
1972-73.....	81.5	11.1	3.7	3.7		27
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....						
1972-73.....						
Waterloo Lutheran						
1971-72.....						
1972-73.....						
Western						
1971-72.....	77.8		5.6	16.7		18
1972-73.....	85.7		9.5	4.8		21
Windsor						
1971-72.....	42.1	10.5	15.8	31.6		19
1972-73.....	57.1	14.3	23.8	4.8		21
York						
1971-72.....	68.6	2.9	14.3	14.3		35
1972-73.....	66.7	6.2	12.5	14.6		48
Total						
1971-72.....	72.3	6.0	9.0	10.8	1.8	166
1972-73.....	74.9	6.8	9.4	8.4	0.5	191

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Mathematics**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....	36.4	18.2	27.3	18.2		11
1972-73.....	36.4	18.2	27.2	18.2		11
Carleton						
1971-72.....	51.2	7.3	14.6	26.8		41
1972-73.....	51.3	7.7	15.4	25.6		39
Guelph						
1971-72.....						
1972-73.....						
Lakehead						
1971-72.....	66.7	13.3	6.7	13.3		15
1972-73.....	69.2	15.4	7.7	7.7		13
Laurentian						
1971-72.....	42.9		14.3	42.9		14
1972-73.....	42.9		14.2	42.9		14
McMaster						
1971-72.....	72.7			27.3		22
1972-73.....	81.0			19.0		21
Ottawa						
1971-72.....	75.0	10.0		15.0		20
1972-73.....	73.9	8.7		17.4		23
Queen's						
1971-72.....	54.2	16.7	6.3	22.9		48
1972-73.....	57.1	20.4	4.1	18.4		49
Toronto						
1971-72.....	44.1	14.7	16.2	1.5	23.5	68
1972-73.....	50.7	19.7	12.7	16.9		71
Trent						
1971-72.....	57.1		14.3	28.6		7
1972-73.....	57.1		14.3	28.6		7
Waterloo						
1971-72.....	40.5	13.5	14.9	18.9	12.2	74
1972-73.....	50.7	15.5	16.9	16.9		71
Waterloo Lutheran						
1971-72.....	80.0			20.0		5
1972-73.....	80.0			20.0		5
Western						
1971-72.....	63.3	16.7	13.3	6.7		30
1972-73.....	55.8	20.6	11.8	11.8		34
Windsor						
1971-72.....	45.5	4.6		50.0		22
1972-73.....	63.7	13.6		22.7		22
York						
1971-72.....	42.4	39.4	3.0	15.2		33
1972-73.....	47.5	40.0	2.5	10.0		40
Total						
1971-72.....	51.0	13.7	10.5	18.8	6.1	410
1972-73.....	55.5	16.7	9.8	18.0		420



**Citizenship of Faculty by University for Selected Disciplines, 1971-72 and 1972-73**

**Modern and Mediaeval Languages and Literature**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....	59.0	10.3	15.4	15.4		39
1972-73.....	67.7	6.5	9.7	16.1		31
Carleton						
1971-72.....	50.0	14.2	12.5	23.3		120
1972-73.....	52.9	13.4	11.8	21.9		119
Guelph						
1971-72.....	50.0	16.1	17.9	16.1		56
1972-73.....	49.1	14.5	23.6	12.8		55
Lakehead						
1971-72.....	35.5	29.0	6.5	29.0		31
1972-73.....	34.5	31.0	6.9	27.6		29
Laurentian						
1971-72.....	51.0	15.7	5.9	27.5		51
1972-73.....	62.7	11.8	3.9	21.6		51
McMaster						
1971-72.....	44.8	10.5	19.4	22.4	3.0	67
1972-73.....	44.8	9.0	17.9	28.3		67
Ottawa						
1971-72.....	60.9	12.0	4.4	22.8		92
1972-73.....	65.6	12.2	2.2	20.0		90
Queen's						
1971-72.....	55.6	15.9	14.3	14.3		63
1972-73.....	55.7	18.0	11.5	14.8		61
Toronto						
1971-72.....	38.6	12.5	9.6	5.5	33.8	272
1972-73.....	53.8	13.9	8.1	10.3	13.9	273
Trent						
1971-72.....	50.0	10.5	15.8	23.7		38
1972-73.....	51.4	10.8	16.2	21.6		37
Waterloo						
1971-72.....	59.1	24.2	7.6	7.6	1.5	66
1972-73.....	63.2	19.2	8.8	8.8		57
Waterloo Lutheran						
1971-72.....	88.0		4.0	8.0		25
1972-73.....	92.4		3.8	3.8		26
Western						
1971-72.....	58.8	17.6	8.4	15.3		131
1972-73.....	61.9	17.9	7.5	12.7		134
Windsor						
1971-72.....	51.9	15.4	1.9	30.8		52
1972-73.....	57.1	22.4	2.1	18.4		49
York						
1971-72.....	50.0	21.5	7.6	20.8		144
1972-73.....	53.3	24.8	8.3	13.6		169
Total						
1971-72.....	50.5	15.3	9.9	16.7	7.6	1277
1972-73.....	56.3	16.0	9.1	15.5	3.0	1248

**Citizenship of Faculty by University for Selected Disciplines, 1971-72 and 1972-73**

**Music**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....					100.0	2
1972-73.....					100.0	2
Carleton						
1971-72.....	75.0		25.0			4
1972-73.....	60.0		40.0			5
Guelph						
1971-72.....					100.0	2
1972-73.....	66.7		33.3			3
Lakehead						
1971-72.....						
1972-73.....						
Laurentian						
1971-72.....					100.0	1
1972-73.....					100.0	1
McMaster						
1971-72.....	60.0	20.0	20.0			5
1972-73.....	33.3	11.1	11.1	44.5		9
Ottawa						
1971-72.....	80.0			20.0		10
1972-73.....	66.7	8.3		25.0		12
Queen's						
1971-72.....	71.4	28.6				7
1972-73.....	66.7	22.2	11.1			9
Toronto						
1971-72.....	43.9	22.0	4.9	2.4	26.8	41
1972-73.....	66.7	16.7	7.1	9.5		42
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....						
1972-73.....						
Waterloo Lutheran						
1971-72.....	100.0					4
1972-73.....	100.0					4
Western						
1971-72.....	50.0	41.2	2.9	5.9		34
1972-73.....	48.5	42.4	3.0	6.1		33
Windsor						
1971-72.....	28.6	57.1		14.3		7
1972-73.....	37.5	62.5				8
York						
1971-72.....		57.1	28.6	14.3		7
1972-73.....	28.6	42.9	21.4	7.1		14
Total						
1971-72.....	48.4	27.4	5.7	5.7	12.9	124
1972-73.....	54.2	25.4	8.5	9.9	2.1	142

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Philosophy**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....	30.0	50.0		20.0		10
1972-73.....	27.3	45.4		27.3		11
Carleton						
1971-72.....	66.7	13.3	20.0			15
1972-73.....	66.7	13.3	20.0			15
Guelph						
1971-72.....	41.7	20.8	29.2	8.3		24
1972-73.....	44.5	22.2	25.9	7.4		27
Lakehead						
1971-72.....	100.0					4
1972-73.....	100.0					4
Laurentian						
1971-72.....	87.5		12.5			8
1972-73.....	81.8		9.1	9.1		11
McMaster						
1971-72.....	46.2	30.8	15.4	7.7		13
1972-73.....	40.0	26.7	26.7	6.6		15
Ottawa						
1971-72.....	68.6	20.0		11.4		35
1972-73.....	70.0	20.0	2.5	7.5		40
Queen's						
1971-72.....	30.8	15.4	46.2	7.7		13
1972-73.....	30.8	15.4	46.1	7.7		13
Toronto						
1971-72.....	40.4	21.3	4.3		34.0	47
1972-73.....	51.1	40.4	8.5			47
Trent						
1971-72.....	80.0	10.0		10.0		10
1972-73.....	80.0	10.0		10.0		10
Waterloo						
1971-72.....	25.0	62.5	8.3	4.2		24
1972-73.....	20.0	70.0	5.0	5.0		20
Waterloo Lutheran						
1971-72.....	80.0	20.0				5
1972-73.....	80.0	20.0				5
Western						
1971-72.....	20.0	63.3	6.7	10.0		30
1972-73.....	20.0	60.0	6.7	13.3		30
Windsor						
1971-72.....	66.7	26.7		6.7		15
1972-73.....	71.4	28.6				14
York						
1971-72.....	28.0	36.0	12.0	24.0		25
1972-73.....	28.6	42.8	14.3	14.3		28
Total						
1971-72.....	46.0	30.2	10.1	7.9	5.8	278
1972-73.....	48.3	33.1	11.4	7.2		290

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Physical and Health Education and Recreation**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....					100.0	1
1972-73.....					100.0	1
Carleton						
1971-72.....						
1972-73.....						
Guelph						
1971-72.....	50.0	8.3	33.3	8.3		12
1972-73.....	50.0	16.7	25.0	8.3		12
Lakehead						
1971-72.....	62.5			37.5		8
1972-73.....	66.7			33.3		12
Laurentian						
1971-72.....						
1972-73.....	87.5			12.5		16
McMaster						
1971-72.....	70.0	10.0	20.0			20
1972-73.....	66.7	14.3	14.3	4.7		21
Ottawa						
1971-72.....	90.5	7.1	2.4			42
1972-73.....	87.8	9.8	2.4			41
Queen's						
1971-72.....	85.7	14.3				14
1972-73.....	86.6	6.7		6.7		15
Toronto						
1971-72.....	62.1			3.5	34.5	29
1972-73.....	88.9		3.7	7.4		27
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....	81.5	7.4	3.7	3.7	3.7	27
1972-73.....	71.9	15.6	3.1	9.4		32
Waterloo Lutheran						
1971-72.....						
1972-73.....						
Western						
1971-72.....	83.9	9.7		6.5		31
1972-73.....	68.4	18.4	2.7	10.5		38
Windsor						
1971-72.....	75.0	6.3		18.8		16
1972-73.....	81.3	6.2	6.2	6.3		16
York						
1971-72.....	75.0			25.0		4
1972-73.....	64.3	21.4		14.3		14
Total						
1971-72.....	76.5	6.9	4.9	5.4	6.4	204
1972-73.....	75.9	10.6	4.5	8.6	0.4	245

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Physics**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
<b>Brock</b>						
1971-72.....	37.5		37.5	25.0		8
1972-73.....	37.5		37.5	25.0		8
<b>Carleton</b>						
1971-72.....	70.6	11.8	11.8	5.9		17
1972-73.....	68.8	12.5	12.5	6.2		16
<b>Guelph</b>						
1971-72.....	72.7	4.6	13.6	9.1		22
1972-73.....	72.0	8.0	12.0	8.0		25
<b>Lakehead</b>						
1971-72.....	50.0		20.0	30.0		10
1972-73.....	66.7		22.2	11.1		9
<b>Laurentian</b>						
1971-72.....	81.8		9.1	9.1		11
1972-73.....	92.3		7.7			13
<b>McMaster</b>						
1971-72.....	75.9	6.9	10.3	6.9		29
1972-73.....	75.0	8.3	8.3	8.		24
<b>Ottawa</b>						
1971-72.....	64.3		21.4	14.3		14
1972-73.....	64.3		21.4	14.3		14
<b>Queen's</b>						
1971-72.....	63.6	3.0	27.3	6.1		33
1972-73.....	60.6	3.0	30.3	6.1		33
<b>Toronto</b>						
1971-72.....	16.9	1.5		1.5	80.0	65
1972-73.....	59.7	9.0	7.5	6.0	17.9	67
<b>Trent</b>						
1971-72.....	83.3	16.7				6
1972-73.....	83.3	16.7				6
<b>Waterloo</b>						
1971-72.....	63.2	5.3	15.8	15.8		38
1972-73.....	64.9	5.4	16.2	13.5		37
<b>Waterloo Lutheran</b>						
1971-72.....	100.0					3
1972-73.....	75.0				25.0	4
<b>Western</b>						
1971-72.....	57.6	18.2	12.1	12.1		33
1972-73.....	58.8	17.7	14.7	8.8		34
<b>Windsor</b>						
1971-72.....	66.7	13.3	6.7	13.3		15
1972-73.....	75.0	12.5	6.2	6.3		16
<b>York</b>						
1971-72.....	65.2	13.0	17.4	4.4		23
1972-73.....	58.6	13.8	20.7	6.9		29
<b>Total</b>						
1971-72.....	56.3	6.4	12.5	8.9	15.9	327
1972-73.....	65.1	8.4	14.6	8.1	3.9	335

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Political Science**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....	90.9			9.1		11
1972-73.....	91.7			8.3		12
Carleton						
1971-72.....	66.7	21.4	4.8	7.1		42
1972-73.....	66.7	21.4	4.8	7.1		42
Guelph						
1971-72.....	69.2	15.4		15.4		13
1972-73.....	75.0	16.7		8.3		12
Lakehead						
1971-72.....	33.3		33.3	33.3		6
1972-73.....	62.5	12.5	12.5	12.5		8
Laurentian						
1971-72.....	41.7	33.3	8.3	16.7		12
1972-73.....	53.8	30.8	7.7	7.7		13
McMaster						
1971-72.....	43.5	52.2	4.4			23
1972-73.....	57.1	38.1	4.8			21
Ottawa						
1971-72.....	79.0	10.5		10.5		19
1972-73.....	76.0	12.0		12.0		25
Queen's						
1971-72.....	63.6	4.6	18.2	13.6		22
1972-73.....	62.5	12.5	16.7	8.3		24
Toronto						
1971-72.....	4.4	2.2	1.1		92.4	92
1972-73.....	66.7	21.6	3.9	7.8		51
Trent						
1971-72.....	71.4	28.6				7
1972-73.....	77.8	22.2				9
Waterloo						
1971-72.....	60.0	13.3	13.3	13.3		15
1972-73.....	57.1	14.3	14.3	14.3		14
Waterloo Lutheran						
1971-72.....	100.0					7
1972-73.....	100.0					7
Western						
1971-72.....	61.5	11.5	23.1	3.9		26
1972-73.....	65.4	11.5	19.2	3.9		26
Windsor						
1971-72.....	37.5	31.3	6.3	25.0		16
1972-73.....	50.0	43.8	6.2			16
York						
1971-72.....	55.4	21.4	3.6	19.6		56
1972-73.....	58.3	30.0	3.3	8.4		60
Total						
1971-72.....	46.6	15.3	6.0	10.0	23.2	367
1972-73.....	65.3	21.5	6.2	7.0		340



**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Psychology**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
<hr/>						
Brock						
1971-72.....	80.0	20.0				10
1972-73.....	72.7	27.3				11
<hr/>						
Carleton						
1971-72.....	57.1	42.9				35
1972-73.....	57.1	42.9				35
<hr/>						
Guelph						
1971-72.....	37.5	29.2	25.0	8.3		24
1972-73.....	36.7	36.7	23.3	3.3		30
<hr/>						
Lakehead						
1971-72.....	43.8	18.8	12.5	25.0		16
1972-73.....	46.7	20.0	13.3	20.0		15
<hr/>						
Laurentian						
1971-72.....	27.3	18.2	9.1	45.5		22
1972-73.....	28.0	28.0	8.0	36.0		25
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McMaster						
1971-72.....	40.0	50.0	5.0	5.0		20
1972-73.....	40.0	48.0	4.0	8.0		25
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Ottawa						
1971-72.....	75.0	10.7	7.7	7.1		28
1972-73.....	79.4	11.8	2.9	5.9		34
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Queen's						
1971-72.....	31.8	27.3	27.3	13.6		22
1972-73.....	37.5	20.8	29.2	12.5		24
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Toronto						
1971-72.....	20.6	7.4	2.9	1.5	67.7	68
1972-73.....	21.9	21.9	3.1		53.1	64
<hr/>						
Trent						
1971-72.....	66.7	6.7	20.0	6.7		15
1972-73.....	64.3	7.1	7.1	21.5		14
<hr/>						
Waterloo						
1971-72.....	35.6	55.6	2.2	6.7		45
1972-73.....	44.4	48.9	2.2	4.5		45
<hr/>						
Waterloo Lutheran						
1971-72.....	50.0	50.0				10
1972-73.....	58.3	41.7				12
<hr/>						
Western						
1971-72.....	51.9	44.4	3.7			54
1972-73.....	49.1	43.9	7.0			57
<hr/>						
Windsor						
1971-72.....	33.3	48.5		18.2		33
1972-73.....	35.5	61.3		3.2		31
<hr/>						
York						
1971-72.....	50.0	20.3	10.9	18.8		64
1972-73.....	49.3	34.2	11.0	5.5		73
<hr/>						
Total						
1971-72.....	43.4	29.9	7.3	9.7	9.9	466
1972-73.....	45.3	34.6	7.3	6.1	6.9	495

**Citizenship of Faculty by University, 1971-72 and 1972-73**

**Sociology**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Brock						
1971-72.....	33.3	66.7				9
1972-73.....	37.5	62.5				8
Carleton						
1971-72.....	54.3	25.7	8.6	11.4		35
1972-73.....	52.9	26.5	8.8	11.8		34
Guelph						
1971-72.....	42.1	31.6	5.3	21.1		19
1972-73.....	75.0	10.0	10.0	5.0		20
Lakehead						
1971-72.....		75.0		25.0		8
1972-73.....	12.5	75.0		12.5		8
Laurentian						
1971-72.....	40.0	6.7	6.7	46.7		15
1972-73.....	47.6	4.8	4.8	42.9		
McMaster						
1971-72.....	43.8	43.8	3.1	9.4		32
1972-73.....	54.1	37.5	4.2	4.2		24
Ottawa						
1971-72.....	63.0	3.7	3.7	29.6		27
1972-73.....	55.6	3.7	7.4	33.3		27
Queen's						
1971-72.....	18.8	18.8	31.3	31.3		16
1972-73.....	23.5	23.5	23.5	29.5		17
Toronto						
1971-72.....	24.4	39.0	7.3	4.9	24.4	41
1972-73.....	36.6	48.8	4.9	9.8		41
Trent						
1971-72.....	42.9	21.4	21.4	14.3		14
1972-73.....	46.2	15.4	23.0	15.4		13
Waterloo						
1971-72.....	36.8	42.1		15.8	5.3	19
1972-73.....	50.0	35.0		15.0		20
Waterloo Lutheran						
1971-72.....	100.0					6
1972-73.....	85.7	14.3				7
Western						
1971-72.....	22.6	58.1	3.2	16.1		31
1972-73.....	42.1	42.1		15.8		38
Windsor						
1971-72.....	26.7	46.7		26.7		15
1972-73.....	28.6	57.1		14.3		14
York						
1971-72.....	50.0	23.2	7.1	19.6		56
1972-73.....	56.1	26.3	10.6	7.0		57
Total						
1971-72.....	40.3	32.4	6.7	17.5	3.2	343
1972-73.....	48.1	30.4	6.9	14.6		349

**Summary — Citizenship of Faculty by Selected Disciplines,  
Ontario Universities, 1971-72 and 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Biology						
1971-72.....	55.9	9.4	10.7	7.8	16.4	385
1972-73.....	66.2	13.2	11.0	7.6	2.0	393
Chemistry						
1971-72.....	52.5	9.5	24.1	8.5	5.4	295
1972-73.....	58.5	11.0	23.1	7.0	0.3	299
Commerce, Management, Administration						
1971-72.....	72.1	14.0	4.3	8.1	1.6	258
1972-73.....	75.7	14.5	4.0	5.4	0.4	276
Economics						
1971-72.....	54.4	15.4	4.8	21.1	4.5	313
1972-73.....	61.9	18.3	4.3	15.5		367
Engineering						
1971-72.....	67.3	3.9	11.9	11.9	5.0	698
1972-73.....	70.7	5.0	12.0	12.3		706
Geography						
1971-72.....	46.1	10.1	25.6	14.0	4.3	258
1972-73.....	48.9	12.5	26.9	11.0	0.8	264
History						
1971-72.....	57.0	25.2	8.2	6.0	3.8	402
1972-73.....	60.0	26.7	7.8	4.6	1.0	412
Law						
1971-72.....	72.3	6.0	9.0	10.8	1.8	166
1972-73.....	74.9	6.8	9.4	8.4	0.5	191
Mathematics						
1971-72.....	51.0	13.7	10.5	18.8	6.1	410
1972-73.....	55.5	16.7	9.8	18.0		420
Modern and Mediaeval Languages and Literature						
1971-72.....	50.5	15.3	9.9	16.7	7.6	1247
1972-73.....	56.3	16.0	9.1	15.5	3.0	1248
Music						
1971-72.....	48.4	27.4	5.7	5.7	12.9	124
1972-73.....	54.2	25.4	8.5	9.9	2.1	142
Philosophy						
1971-72.....	46.0	30.2	10.1	7.9	5.8	278
1972-73.....	48.3	33.1	11.4	7.2		290
Physical and Health, Education and Recreation						
1971-72.....	76.5	6.9	4.9	5.4	6.4	204
1972-73.....	75.9	10.6	4.5	8.6	0.4	245

**Summary — Citizenship of Faculty by Selected Disciplines, (2)**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Physics						
1971-72.....	56.3	6.4	12.5	8.9	15.9	327
1972-73.....	65.1	8.4	14.6	8.1	3.9	335
Political Science						
1971-72.....	46.6	15.3	6.0	10.0	23.2	367
1972-73.....	65.3	21.5	6.2	7.0		340
Psychology						
1971-72.....	43.4	29.9	7.3	9.7	9.9	466
1972-73.....	45.3	34.6	7.3	6.1	6.9	495
Sociology						
1971-72.....	40.3	32.4	6.7	17.5	3.2	343
1972-73.....	48.1	30.4	6.9	14.6		349

**TABLE E-1**  
**Country of Last Degree by Discipline Group,**  
**Brock University, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities . . . . .	29.8	40.4	6.4	23.4		47
Creative and Dramatic Arts . . . . .	25.0	25.0	25.0	8.3	16.7	12
Social Sciences . . . . .	44.2	46.2	5.8	3.9		52
Institutional Studies and Applied Social Sciences . .	57.1	23.8	4.8		14.3	21
Life and Geo-Specific Sciences . . . . .	41.7	22.2	25.0	5.6	5.6	36
Medical Sciences . . . . .						
Pure and Applied Physical Sciences . . . . .	43.3	23.3	16.7	10.0	6.7	30
Disciplines not reported . . .						
Total . . . . .	40.4	33.3	12.1	9.6	4.6	198

**Country of Last Degree by Discipline Group,**  
**Carleton University, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities . . . . .	35.3	26.3	16.0	19.9	2.6	156
Creative and Dramatic Arts . . . . .	9.1	36.4	36.4	9.1	9.1	11
Social Sciences . . . . .	31.7	53.9	10.6	3.9		180
Institutional Studies an Applied Social Sciences . .	49.2	31.8	11.1	4.8	3.2	63
Life and Geo-Specific Sciences . . . . .	21.8	40.0	30.9	7.3		55
Medical Sciences . . . . .						
Pure and Applied Physical Sciences . . . . .	43.2	28.8	19.5	8.5		118
Disciplines not reported . . .						
Total . . . . .	35.5	37.4	16.3	9.6	1.2	583

**Country of Last Degree by Discipline Group,  
University of Guelph, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities.....	46.0	18.4	21.8	11.5	2.3	87
Creative and Dramatic Arts.....	26.1	52.2	17.4	4.4		23
Social Sciences.....	34.8	37.3	21.2	5.1	1.7	108
Institutional Studies and Applied Social Sciences..	26.7	53.3	12.2	3.3	4.4	90
Life and Geo-Specific Sciences.....	40.6	40.2	10.4	8.4	0.4	249
Medical Sciences.....	58.7	21.7	13.0	6.5		46
Pure and Applied Physical Sciences.....	48.7	25.6	18.8	6.8		117
Disciplines not reported...					100.0	1
Total.....	40.5	35.6	15.5	7.1	1.4	731

**Country of Last Degree by Discipline Group,  
Lakehead University, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities.....	35.3	29.4	11.8	20.6	2.9	34
Creative and Dramatic Arts.....					100.0	1
Social Sciences.....	37.9	36.2	20.7	5.2		58
Institutional Studies and Applied Social Sciences..	38.1	23.8	4.8	2.4	31.0	42
Life and Geo-Specific Sciences.....	51.4	16.2	24.3	8.1		37
Medical Sciences.....	70.0	70.0				10
Pure and Applied Physical Sciences.....	42.2	15.6	35.6	4.4	2.2	45
Disciplines not reported...	66.7	33.3				6
Total.....	42.5	25.3	18.5	6.9	6.9	233



**Country of Last Degree by Discipline Group,  
Laurentian University, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities. ....	56.6	6.0	9.6	25.3	2.4	83
Creative and Dramatic Arts. ....					100.0	1
Social Sciences. ....	38.6	29.6	8.0	21.6	2.3	88
Institutional Studies and Applied Social Sciences. .	72.2	25.0	2.8			36
Life and Geo-Specific Sciences. ....	40.5	11.9	21.4	19.1	7.1	42
Medical Sciences. ....	60.0	40.0				5
Pure and Applied Physical Sciences. ....	51.2	18.6	16.3	7.0	7.0	43
Disciplines not reported. . .						
Total. ....	50.0	18.5	10.7	17.1	3.7	298

**Country of Last Degree by Discipline Group,  
McMaster University, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities. ....	21.0	32.8	22.7	22.7	0.8	119
Creative and Dramatic Arts. ....		35.0	15.0	25.0	25.0	20
Social Sciences. ....	24.6	56.9	13.9	4.6		130
Institutional Studies and Applied Social Sciences. .	28.2	54.9	7.0	4.2	5.6	71
Life and Geo-Specific Sciences. ....	17.4	34.8	26.1	2.2	19.6	46
Medical Sciences. ....	47.7	16.9	19.2	15.1	1.2	172
Pure and Applied Physical Sciences. ....	31.9	28.1	30.0	9.4	0.6	160
Disciplines not reported. . .					100.0	1
Total. ....	30.3	34.6	20.3	11.5	3.2	719

**Country of Last Degree by Discipline Group,  
University of Ottawa, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities . . . . .	43.0	13.4	4.3	39.3		186
Creative and Dramatic Arts . . . . .	29.6	11.1	11.1	22.2	25.9	27
Social Sciences . . . . .	47.3	18.6	7.8	25.6	0.8	129
Institutional Studies and Applied Social Sciences . .	59.4	25.5	3.1	11.0	0.5	224
Life and Geo-Specific Sciences . . . . .	36.6	31.7	14.6	17.1		41
Medical Sciences . . . . .	66.4	3.4	11.0	18.5	0.7	146
Pure and Applied Physical Sciences . . . . .	37.9	30.7	15.3	16.1		124
Disciplines not reported . .						
Total . . . . .	50.3	18.8	7.9	21.9	1.1	877

**Country of Last Degree by Discipline Group,  
Queen's University, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities . . . . .	22.8	33.7	29.4	14.1		92
Creative and Dramatic Arts . . . . .	30.0	30.0	36.7	3.3		30
Social Sciences . . . . .	20.7	50.4	21.5	7.4		121
Institutional Studies and Applied Social Sciences . .	42.6	46.3	6.2	4.3	0.6	162
Life and Geo-Specific Sciences . . . . .	27.3	40.0	25.5	7.3		55
Medical Sciences . . . . .	57.7	11.5	18.5	12.3		130
Pure and Applied Physical Sciences . . . . .	30.4	28.5	34.6	6.5		214
Disciplines not reported . .	28.6	7.1	42.9	21.4		14
Total . . . . .	34.6	33.6	23.5	8.2	0.1	818

**Country of Last Degree by Discipline Group,  
University of Toronto, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities . . . . .	27.7	35.9	16.9	7.6	12.0	343
Creative and Dramatic Arts . . . . .	22.7	40.9	7.6	3.0	25.8	66
Social Sciences . . . . .	19.7	65.1	10.7	4.5		309
Institutional Studies and Applied Social Sciences . .	46.2	27.6	7.0	3.4	15.8	355
Life and Geo-Specific Sciences . . . . .	35.3	33.5	20.8	8.1	2.3	173
Medical Sciences . . . . .	57.4	15.1	10.9	5.7	10.9	523
Pure and Applied Physical Sciences . . . . .	35.6	30.5	18.7	9.2	5.9	390
Total . . . . .	38.7	32.7	13.3	6.2	9.2	2159

**Country of Last Degree by Discipline Group,  
Trent University, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities . . . . .	28.3	15.1	37.7	18.9		53
Creative and Dramatic Arts . . . . .						
Social Sciences . . . . .	44.9	26.1	24.6	4.4		69
Institutional Studies and Applied Social Sciences . .	100.0					3
Life and Geo-Specific Sciences . . . . .	40.0	13.3	40.0	6.7		15
Medical Sciences . . . . .						
Pure and Applied Physical Sciences . . . . .	40.0	15.0	45.0			20
Disciplines not reported . . .						
Total . . . . .	39.4	19.4	32.5	8.8		160

**Country of Last Degree by Discipline Group,  
University of Waterloo, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities. . . . .	28.7	54.0	5.8	11.5		87
Creative and Dramatic Arts. . . . .	25.0	75.0				8
Social Sciences. . . . .	27.0	59.1	9.5	4.4		137
Institutional Studies and Applied Social Sciences. .	29.3	50.7	5.3	9.3	5.3	75
Life and Geo-Specific Sciences. . . . .	31.0	31.0	31.0	6.9		58
Medical Sciences. . . . .	47.4	47.4	5.3			19
Pure and Applied Physical Sciences. . . . .	39.5	24.5	21.3	14.7		347
Disciplines not reported. . .	33.3	16.7		50.0		6
Total. . . . .	34.2	38.7	15.6	11.0	0.5	737

**Country of Last Degree by Discipline Group,  
Waterloo Lutheran University, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities. . . . .	64.3	19.1	4.8	11.9		42
Creative and Dramatic Arts. . . . .			25.0	75.0		4
Social Sciences. . . . .	48.8	39.5	9.3	2.3		43
Institutional Studies and Applied Social Sciences. .	41.7	37.5	4.2	4.2	12.5	24
Life and Geo-Specific Sciences. . . . .	50.0	43.8			6.3	16
Medical Sciences. . . . .						
Pure and Applied Physical Sciences. . . . .	61.5	7.7	15.4	7.7	7.7	13
Disciplines not reported. . .						
Total. . . . .	52.1	29.6	7.0	7.8	3.5	142

\*Now Sir Wilfrid Laurier University

**Country of Last Degree by Discipline Group,  
The University of Western Ontario, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities.....	35.2	38.5	12.1	13.7	0.6	182
Creative and Dramatic Arts.....	16.3	60.5	2.3	7.0	14.0	43
Social Sciences.....	25.6	59.4	12.3	2.7		219
Institutional Studies and Applied Social Sciences..	50.4	38.7	6.3	4.7		256
Life and Geo-Specific Sciences.....	36.5	36.5	19.2	7.7		104
Medical Sciences.....	59.5	18.3	13.6	7.9	0.7	279
Pure and Applied Physical Sciences.....	39.9	32.4	22.0	5.8		173
Disciplines not reported...					100.0	1
Total.....	42.1	37.4	12.9	6.8	0.8	1257

**Country of Last Degree by Discipline Group,  
University of Windsor, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities.....	42.2	41.0	4.8	12.1		83
Creative and Dramatic Arts.....	12.0	76.0	4.0	8.0		25
Social Sciences.....	23.2	62.0	8.3	5.6	0.9	108
Institutional Studies and Applied Social Sciences..	32.4	51.4	6.7	8.6	1.0	105
Life and Geo-Specific Sciences.....	27.0	56.8	8.1	8.1		37
Medical Sciences.....	58.3	33.3		8.3		12
Pure and Applied Physical Sciences.....	43.9	26.5	11.2	17.4	1.0	98
Disciplines not reported...						
Total.....	33.6	48.1	7.5	10.3	0.6	468

**Country of Last Degree by Discipline Group,  
York University, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities . . . . .	41.2	34.9	14.7	7.1	2.1	238
Creative and Dramatic Arts . . . . .	23.1	33.9	3.1	13.9	26.2	65
Social Sciences . . . . .	29.1	53.2	12.1	5.6		340
Institutional Studies and Applied Social Sciences . .	30.7	47.3	9.3	5.3	7.3	150
Life and Geo-Specific Sciences . . . . .	37.3	37.3	18.6	5.1	1.7	59
Medical Sciences . . . . .					100.0	2
Pure and Applied Physical Sciences . . . . .	40.0	31.9	17.8	9.6	0.7	135
Disciplines not reported . .	47.4	42.1	10.5			19
Total . . . . .	34.0	42.6	12.8	6.9	3.7	1008

**Summary — Country of Last Degree of Faculty by Discipline Group,  
Ontario Universities, 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Humanities . . . . .	35.7	30.5	14.6	16.2	3.1	1832
Creative and Dramatic Arts . . . . .	20.5	41.1	11.3	10.1	17.0	336
Social Sciences . . . . .	29.7	50.8	12.6	6.7	0.3	2100
Institutional Studies and Applied Social Sciences . .	44.1	37.7	6.6	5.5	6.2	1677
Life and Geo-Specific Sciences . . . . .	35.7	35.0	19.2	8.1	2.1	1023
Medical Sciences . . . . .	57.5	15.4	13.0	9.3	4.8	1344
Pure and Applied Physical Sciences . . . . .	38.6	27.8	22.0	10.0	1.6	2027
Disciplines not reported . .	39.6	25.0	16.7	12.5	6.3	48
Total . . . . .	38.8	34.0	14.5	9.4	3.3	10387



TABLE E-2  
Country of Last Degree by Selected Disciplines, 1971-72 and 1972-73  
Biology

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....					100.0	1
1972-73.....					100.0	2
Carleton						
1971-72.....	25.0	37.5	25.0	12.5		24
1972-73.....	28.0	36.0	24.0	12.0		25
Guelph						
1971-72.....	43.0	37.6	11.8	7.5		93
1972-73.....	42.4	37.0	12.0	8.7		92
Lakehead						
1971-72.....	63.6	9.1	27.3			11
1972-73.....	63.6	9.1	27.3			11
Laurentian						
1971-72.....	30.8		23.1	30.8	15.4	13
1972-73.....	35.7	7.2	14.3	28.6	14.3	14
McMaster						
1971-72.....	42.1	31.6	26.3			19
1972-73.....	25.0	25.0	16.7		33.3	12
Ottawa						
1971-72.....	56.3	37.5	6.3			16
1972-73.....	58.8	35.3	5.9			17
Queen's						
1971-72.....	23.8	38.1	38.1			21
1972-73.....	28.6	33.3	38.1			21
Toronto						
1971-72.....	33.3	37.6	20.4	3.2	5.4	93
1972-73.....	34.0	36.1	22.7	5.2	2.1	97
Trent						
1971-72.....	22.2	22.2	55.6			9
1972-73.....	22.2	22.2	55.6			9
Waterloo						
1971-72.....	43.5	21.7	30.4	4.4		23
1972-73.....	45.8	20.8	29.2	4.2		24
Waterloo Lutheran						
1971-72.....	80.0	20.0				5
1972-73.....	80.0	20.0				5
Western						
1971-72.....	40.2	23.1	19.2	11.5		26
1972-73.....	42.9	28.6	17.9	10.7		28
Windsor						
1971-72.....	21.4	78.6				14
1972-73.....	26.7	73.3				15
York						
1971-72.....	47.1	23.5	17.7	11.8		17
1972-73.....	61.9	23.8	14.3			21
Total						
1971-72.....	38.7	33.5	19.5	6.2	2.1	385
1972-73.....	39.7	32.6	18.8	6.4	2.6	393

# Country of Last Degree for Select Disciplines, 1971-72 and 1972-73

## Chemistry

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	33.3	44.4	22.2			9
1972-73.....	33.3	44.4	22.2			9
Carleton						
1971-72.....	55.0	20.0	15.0	10.0		20
1972-73.....	50.0	22.2	16.7	11.1		18
Guelph						
1971-72.....	41.9	19.4	38.7			31
1972-73.....	38.7	25.8	35.5			31
Lakehead						
1971-72.....	20.0		70.0	10.0		10
1972-73.....	20.0		70.0	10.0		10
Laurentian						
1971-72.....	62.5	25.0	12.5			8
1972-73.....	62.5	25.0	12.5			8
McMaster						
1971-72.....	22.2	33.3	37.0	7.4		27
1972-73.....	17.9	35.7	39.3	7.1		28
Ottawa						
1971-72.....	38.5	15.4	30.8	15.4		13
1972-73.....	38.5	15.4	30.8	15.4		13
Queen's						
1971-72.....	30.8	23.1	42.3	3.9		26
1972-73.....	30.8	23.1	42.3	3.9		26
Toronto						
1971-72.....	20.9	25.6	39.5	7.0	7.0	43
1972-73.....	38.3	21.3	31.9	8.5		47
Trent						
1971-72.....	37.5	25.0	37.5			8
1972-73.....	42.9	28.6	28.6			7
Waterloo						
1971-72.....	45.2	25.8	19.4	6.5	3.2	31
1972-73.....	43.8	28.1	18.8	9.4		32
Waterloo Lutheran						
1971-72.....	50.0	25.0	25.0			4
1972-73.....	50.0	25.0	25.0			4
Western						
1971-72.....	31.0	34.5	31.0	3.5		29
1972-73.....	33.3	30.0	33.3	3.3		30
Windsor						
1971-72.....	27.8	44.4	27.8			18
1972-73.....	33.3	40.0	26.7			15
York						
1971-72.....	38.9	16.7	38.9	5.6		18
1972-73.....	38.1	19.1	38.1	4.8		21
Total						
1971-72.....	34.6	25.8	33.2	5.1	1.4	295
1972-73.....	36.5	25.8	32.1	5.7		299

**Country of Last Degree for Select Disciplines, 1971-72 and 1972-73**

**Commerce, Management and Administration**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....						
1972-73.....						
Carleton						
1971-72.....	33.3	50.0	16.7			6
1972-73.....	33.3	50.0	16.7			6
Guelph						
1971-72.....						
1972-73.....					100.0	1
Lakehead						
1971-72.....	56.3	25.0	18.8			16
1972-73.....	57.1	28.6	14.3			14
Laurentian						
1971-72.....	88.9		11.1			9
1972-73.....	80.0	10.0	10.0			10
McMaster						
1971-72.....	25.9	70.4		3.7		27
1972-73.....	32.0	64.0		4.0		25
Ottawa						
1971-72.....	60.0	33.3		6.7		15
1972-73.....	46.7	46.7		6.7		15
Queen's						
1971-72.....	27.6	62.1	3.5	6.9		29
1972-73.....	34.4	59.4		6.3		32
Toronto						
1971-72.....	25.0	66.7	4.2		4.2	24
1972-73.....	17.9	78.6	3.6			28
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....						
1972-73.....						
Waterloo Lutheran						
1971-72.....	44.4	55.6				9
1972-73.....	54.6	36.4		9.1		11
Western						
1971-72.....	47.0	50.0		3.0		66
1972-73.....	44.1	51.5		4.4		68
Windsor						
1971-72.....	36.4	59.1		4.6		22
1972-73.....	30.0	70.0				20
York						
1971-72.....	28.6	68.6		2.9		35
1972-73.....	28.3	69.6		2.2		46
Total						
1971-72.....	39.5	54.3	2.7	3.1	0.4	258
1972-73.....	37.7	56.9	1.8	3.3	0.4	276

**Country of Last Degree for Select Disciplines, 1971-72 and 1972-73**

Economics						
	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	28.6	57.1		14.3		7
1972-73.....	37.5	50.0		12.5		8
Carleton						
1971-72.....	29.6	48.2	14.8	7.4		27
1972-73.....	33.3	55.6	7.4	3.7		27
Guelph						
1971-72.....	29.0	41.9	19.4	9.7		31
1972-73.....	27.5	47.5	17.5	7.5		40
Lakehead						
1971-72.....	27.3	45.5	18.2	9.1		11
1972-73.....	33.3	44.4	22.2			9
Laurentian						
1971-72.....	33.3	25.0	25.0	16.7		12
1972-73.....	40.0	20.0	30.0	10.0		10
McMaster						
1971-72.....	25.0	41.7	29.2	4.2		24
1972-73.....	72.7	42.3	26.9			26
Ottawa						
1971-72.....	6.7	46.7	13.3	33.3		15
1972-73.....	6.3	50.0	12.5	31.3		16
Queen's						
1971-72.....	27.6	55.2	10.3	6.9		29
1972-73.....	10.3	69.0	17.2	3.5		29
Toronto						
1971-72.....	37.5	37.5	6.3	12.5	6.3	16
1972-73.....	18.2	74.6	1.8	5.5		55
Trent						
1971-72.....	83.3		16.7			6
1972-73.....	71.4	14.3	14.3			7
Waterloo						
1971-72.....	33.3	38.1	9.5	9.5	9.5	21
1972-73.....	35.0	45.0	15.0	5.0		20
Waterloo Lutheran						
1971-72.....	62.5	25.0	12.5			8
1972-73.....	50.0	37.5	12.5			8
Western						
1971-72.....	16.3	69.8	4.7	9.3		43
1972-73.....	15.2	73.9	4.4	6.5		46
Windsor						
1971-72.....	38.1	52.4	4.8	4.8		21
1972-73.....	31.8	54.6	9.1	4.6		22
York						
1971-72.....	21.4	57.1	11.9	9.5		42
1972-73.....	25.0	52.3	13.6	9.1		44
Total						
1971-72.....	28.1	48.6	12.8	9.6	1.0	313
1972-73.....	25.3	56.1	12.0	6.5		367

**Country of Last Degree for Select Disciplines, 1971-72 and 1972-73**

<b>Engineering</b>						
	<b>% Canadian</b>	<b>% U.S.</b>	<b>% U.K.</b>	<b>% Other</b>	<b>% Not Reported</b>	<b>Total</b>
Brock						
1971-72.....						
1972-73.....						
Carleton						
1971-72.....	46.7	24.4	26.7	2.2		45
1972-73.....	46.7	24.4	26.7	2.2		45
Guelph						
1971-72.....	45.8	29.2		25.0		24
1972-73.....	48.0	28.0		24.0		25
Lakehead						
1971-72.....	54.6	27.3	18.2			11
1972-73.....	50.0	25.0	25.0			12
Laurentian						
1971-72.....	80.0	20.0				5
1972-73.....	80.0	20.0				5
McMaster						
1971-72.....	28.8	30.5	35.6	5.1		59
1972-73.....	28.8	33.3	33.3	4.6		66
Ottawa						
1971-72.....	37.8	31.1	20.0	11.1		45
1972-73.....	38.6	31.8	20.5	9.1		44
Queen's						
1971-72.....	32.9	30.4	30.4	6.3		79
1972-73.....	35.2	27.3	31.8	5.7		88
Toronto						
1971-72.....	45.2	21.5	14.7	9.0	9.6	177
1972-73.....	43.3	24.1	17.7	8.6	6.4	187
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....	37.7	23.5	25.3	11.7	1.9	162
1972-73.....	37.3	25.5	24.8	12.4		153
Waterloo Lutheran						
1971-72.....						
1972-73.....						
Western						
1971-72.....	42.9	22.5	26.5	8.2		49
1972-73.....	31.7	29.3	31.7	7.3		41
Windsor						
1971-72.....	45.2	26.2	19.1	9.5		42
1972-73.....	45.0	27.5	15.0	12.5		40
York						
1971-72.....						
1972-73.....						
Total						
1971-72.....	40.6	25.1	22.4	8.9	2.9	698
1972-73.....	39.5	26.8	23.2	8.8	1.7	706

**Country of Last Degree for Select Disciplines, 1971-72 and 1972-73**

Geography						
	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	20.0	20.0	60.0			10
1972-73.....	25.0	25.0	50.0			12
Carleton						
1971-72.....	25.0	31.3	31.3	21.5		16
1972-73.....	25.0	31.3	37.5	6.3		16
Guelph						
1971-72.....	17.7	17.7	29.4	35.3		17
1972-73.....	17.7	17.7	29.4	35.3		17
Lakehead						
1971-72.....	14.3	28.6	57.1			7
1972-73.....	14.3	28.6	57.1			7
Laurentian						
1971-72.....	53.3	20.0	13.3	13.3		15
1972-73.....	56.3	18.8	12.5	12.5		16
McMaster						
1971-72.....	21.1	42.1	31.6	5.3		19
1972-73.....	20.0	70.0	10.0			10
Ottawa						
1971-72.....	26.7	40.0	13.3	20.0		15
1972-73.....	25.0	31.3	12.5	31.3		16
Queen's						
1971-72.....	20.0	33.3	20.0	26.7		15
1972-73.....	18.8	31.3	25.0	25.0		16
Toronto						
1971-72.....	20.0	40.0	17.1	8.6	14.3	35
1972-73.....	24.3	37.8	18.9	13.5	5.4	37
Trent						
1971-72.....	66.7		16.7	16.7		6
1972-73.....	66.7		16.7	16.7		6
Waterloo						
1971-72.....	15.0	40.0	35.0	10.0		20
1972-73.....	13.0	39.1	39.1	8.7		23
Waterloo Lutheran						
1971-72.....	40.0	50.0	10.0			10
1972-73.....	40.0	60.0				10
Western						
1971-72.....	37.0	44.4	14.8	3.7		27
1972-73.....	33.3	44.4	18.5	3.7		27
Windsor						
1971-72.....	23.1	61.5	15.4			13
1972-73.....	28.6	57.1	14.3			14
York						
1971-72.....	24.2	45.5	21.2	9.1		33
1972-73.....	24.3	46.0	21.6	8.1		37
Total						
1971-72.....	26.4	37.2	23.6	10.9	1.9	258
1972-73.....	26.9	37.5	23.5	11.4	0.8	264



# Country of Last Degree for Select Disciplines, 1971-72 and 1972-73

History						
	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	53.9	30.8	15.4			13
1972-73.....	53.9	30.8	15.4			13
Carleton						
1971-72.....	34.2	42.1	23.7			38
1972-73.....	35.1	40.5	24.3			37
Guelph						
1971-72.....	36.4	27.3	36.4			11
1972-73.....	35.7	21.4	28.6	14.3		14
Lakehead						
1971-72.....	16.7	33.3	50.0			12
1972-73.....	27.3	27.3	45.6			11
Laurentian						
1971-72.....	73.7	21.1		5.3		19
1972-73.....	70.6	23.5		5.9		17
McMaster						
1971-72.....	25.0	62.5	12.5			24
1972-73.....	17.4	65.2	17.4			23
Ottawa						
1971-72.....	58.3	16.7	4.2	20.8		24
1972-73.....	53.9	15.4	7.7	23.1		26
Queen's						
1971-72.....	34.6	50.0	11.5	3.9		26
1972-73.....	33.3	51.9	11.1	3.7		27
Toronto						
1971-72.....	20.6	52.9	22.1		4.4	68
1972-73.....	25.4	50.8	22.4	1.5		67
Trent						
1971-72.....	38.5	23.1	30.8	7.7		13
1972-73.....	40.0	26.7	26.7	6.7		15
Waterloo						
1971-72.....	31.0	48.3	13.8		6.9	29
1972-73.....	32.1	53.6	14.3			28
Waterloo Lutheran						
1971-72.....	33.3	55.6		11.1		9
1972-73.....	33.3	44.4	11.1	11.1		9
Western						
1971-72.....	27.9	46.5	25.6			43
1972-73.....	27.3	47.7	25.0			44
Windsor						
1971-72.....	50.0	31.3	12.5	6.3		16
1972-73.....	50.0	25.0	22.9	6.3		16
York						
1971-72.....	28.1	54.4	14.0	3.5		57
1972-73.....	29.2	52.3	15.4	3.1		65
Total						
1971-72.....	33.8	44.0	17.9	3.0	1.2	402
1972-73.....	34.2	43.2	18.7	3.9		412

# Country of Last Degree for Select Disciplines, 1971-72 and 1972-73

## Law

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....						
1972-73.....						
Carleton						
1971-72.....	28.6	14.3	42.9	14.3		7
1972-73.....	42.9	14.3	42.9			7
Guelph						
1971-72.....						
1972-73.....						
Lakehead						
1971-72.....						
1972-73.....						
Laurentian						
1971-72.....						
1972-73.....						
McMaster						
1971-72.....						
1972-73.....					100.0	1
Ottawa						
1971-72.....	59.4	15.6	3.1	21.9		32
1972-73.....	58.3	11.1	5.6	25.0		36
Queen's						
1971-72.....	24.1	58.6	17.2			29
1972-73.....	26.7	56.7	13.3	3.3		30
Toronto						
1971-72.....	15.4	57.7	19.2	7.7		26
1972-73.....	18.5	59.3	14.8	7.4		27
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....						
1972-73.....						
Waterloo Lutheran						
1971-72.....						
1972-73.....						
Western						
1971-72.....	33.3	38.9	22.2	5.6		18
1972-73.....	42.9	33.3	23.8			21
Windsor						
1971-72.....	15.8	57.9	21.1	5.3		19
1972-73.....	19.1	42.9	28.6	9.5		21
York						
1971-72.....	20.0	48.6	20.0	11.4		35
1972-73.....	22.9	43.8	22.9	10.4		48
Total						
1971-72.....	28.9	44.0	17.5	9.6		166
1972-73.....	31.9	39.3	18.3	10.0	0.5	191

# Country of Last Degree for Select Disciplines, 1971-72 and 1972-73

Mathematics						
	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	54.6	18.2	18.2	9.1		11
1972-73.....	54.6	18.2	18.2	9.1		11
Carleton						
1971-72.....	39.0	31.7	14.6	14.6		41
1972-73.....	38.5	33.3	15.4	12.8		39
Guelph						
1971-72.....						
1972-73.....						
Lakehead						
1971-72.....	53.3	33.3	6.7	6.7		15
1972-73.....	61.5	23.1	7.7	7.7		13
Laurentian						
1971-72.....	35.6	21.4	28.6	14.3		14
1972-73.....	28.6	21.4	35.7	14.3		14
McMaster						
1971-72.....	54.6	9.1		36.4		22
1972-73.....	47.6	14.3		38.1		21
Ottawa						
1971-72.....	45.0	35.0		20.0		20
1972-73.....	43.5	39.1		17.4		23
Queen's						
1971-72.....	20.8	45.8	18.8	14.6		48
1972-73.....	22.5	49.0	16.3	12.2		49
Toronto						
1971-72.....	20.6	45.6	17.7	13.2	2.9	68
1972-73.....	23.9	43.7	16.9	12.7	2.8	71
Trent						
1971-72.....	57.1		42.9			7
1972-73.....	57.1		42.9			7
Waterloo						
1971-72.....	29.7	23.0	16.2	18.9	12.2	74
1972-73.....	36.6	29.6	15.5	18.3		71
Waterloo Lutheran						
1971-72.....	60.0		20.0	20.0		5
1972-73.....	60.0		20.0	20.0		5
Western						
1971-72.....	50.0	36.7	10.0	3.3		30
1972-73.....	47.1	38.2	8.8	5.9		34
Windsor						
1971-72.....	45.5	27.3	4.6	22.7		22
1972-73.....	45.5	27.3	4.6	22.7		22
York						
1971-72.....	30.3	51.5	6.1	12.1		33
1972-73.....	35.0	50.0	7.5	7.5		40
Total						
1971-72.....	35.1	33.2	13.7	15.4	2.7	410
1972-73.....	36.7	35.2	13.3	14.3	0.5	420

# Country of Last Degree for Select Disciplines, 1971-72 and 1972-73

## Modern and Mediaeval Languages and Literature

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	38.5	28.2	12.8	20.5		39
1972-73.....	41.9	25.8	9.7	22.6		31
Carleton						
1971-72.....	30.8	30.0	14.2	25.0		120
1972-73.....	33.6	28.6	13.5	24.4		119
Guelph						
1971-72.....	50.0	17.9	16.1	16.1		56
1972-73.....	52.7	18.2	18.2	10.9		55
Lakehead						
1971-72.....	35.5	29.0	12.9	22.6		31
1972-73.....	31.0	31.0	13.8	24.1		29
Laurentian						
1971-72.....	51.0	9.8	9.8	29.4		51
1972-73.....	54.9	7.8	11.8	25.5		51
McMaster						
1971-72.....	23.9	26.9	29.9	19.4		67
1972-73.....	22.4	23.9	28.4	25.4		67
Ottawa						
1971-72.....	47.8	10.9	2.2	39.1		92
1972-73.....	48.9	11.1	1.1	38.9		90
Queen's						
1971-72.....	22.2	28.6	30.2	19.1		63
1972-73.....	24.6	31.2	26.2	18.0		61
Toronto						
1971-72.....	31.3	34.9	14.0	9.2	10.7	272
1972-73.....	30.0	31.1	15.0	9.2	14.7	273
Trent						
1971-72.....	31.6	13.2	31.6	23.7		38
1972-73.....	32.4	16.2	29.7	21.6		37
Waterloo						
1971-72.....	36.4	42.4	6.1	13.6	1.5	66
1972-73.....	33.3	43.9	7.0	15.8		57
Waterloo Lutheran						
1971-72.....	84.0		4.0	12.0		25
1972-73.....	84.6		3.9	11.5		26
Western						
1971-72.....	41.2	32.1	8.4	18.3		131
1972-73.....	41.0	32.1	9.7	17.2		134
Windsor						
1971-72.....	40.4	42.3	5.8	11.5		52
1972-73.....	38.8	44.9	4.1	12.2		49
York						
1971-72.....	43.1	31.3	13.9	11.8		144
1972-73.....	46.8	29.0	15.4	8.9		169
Total						
1971-72.....	37.7	28.4	13.6	17.9	2.4	1247
1972-73.....	38.5	27.2	13.9	17.2	3.2	1248

# Country of Last Degree for Select Disciplines, 1971-72 and 1972-73

## Music

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....					100.0	2
1972-73.....					100.0	2
Carleton						
1971-72.....		25.0	50.0	25.0		4
1972-73.....		20.0	60.0	20.0		5
Guelph						
1971-72.....					100.0	2
1972-73.....		33.3	33.3	33.3		3
Lakehead						
1971-72.....						
1972-73.....						
Laurentian						
1971-72.....					100.0	1
1972-73.....					100.0	1
McMaster						
1971-72.....		60.0	20.0	20.0		5
1972-73.....		33.3	11.1	55.6		9
Ottawa						
1971-72.....	80.0		10.0	10.0		10
1972-73.....	66.7	8.3	8.3	16.7		12
Queen's						
1971-72.....	42.9	57.1				7
1972-73.....	33.3	44.4	11.1	11.1		9
Toronto						
1971-72.....	12.2	29.3	2.4	7.3	48.8	41
1972-73.....	21.4	40.5	4.8		33.3	42
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....						
1972-73.....						
Waterloo Lutheran						
1971-72.....		25.0		75.0		4
1972-73.....			25.0	75.0		4
Western						
1971-72.....	20.6	70.6		8.8		34
1972-73.....	21.2	69.7		9.1		33
Windsor						
1971-72.....	14.3	71.4		14.3		7
1972-73.....	12.5	75.0		12.5		8
York						
1971-72.....	14.3	57.1		28.6		7
1972-73.....		57.1		14.3	28.6	14
Total						
1971-72.....	20.2	43.6	5.7	10.5	20.2	124
1972-73.....	19.7	45.1	7.0	13.4	14.8	142

**Country of Last Degree for Select Disciplines, 1971-72 and 1972-73**

Philosophy						
	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	10.0	60.0		30.0		10
1972-73.....	9.9	54.6		36.4		11
Carleton						
1971-72.....	66.7	13.3	20.0			15
1972-73.....	66.7	13.3	20.0			15
Guelph						
1971-72.....	29.2	25.0	33.3	12.5		24
1972-73.....	33.3	22.2	29.6	14.8		27
Lakehead						
1971-72.....	75.0	25.0				4
1972-73.....	75.0	25.0				4
Laurentian						
1971-72.....	87.5		12.5			8
1972-73.....	81.8		9.1	9.1		11
McMaster						
1971-72.....	23.1	46.2	15.4	15.4		13
1972-73.....	20.0	46.7	20.0	13.3		15
Ottawa						
1971-72.....	51.4	8.6	2.9	37.1		35
1972-73.....	47.5	15.0	2.5	35.0		40
Queen's						
1971-72.....	23.1	30.8	46.2			13
1972-73.....	23.1	30.8	46.2			13
Toronto						
1971-72.....	23.4	48.9	17.0	2.1	8.5	47
1972-73.....	19.2	61.7	17.0	2.1		47
Trent						
1971-72.....	30.0	20.0	50.0			10
1972-73.....	30.0	20.0	50.0			10
Waterloo						
1971-72.....	16.7	75.0	8.3			24
1972-73.....	10.0	85.0	5.0			20
Waterloo Lutheran						
1971-72.....	40.0	40.0		20.0		5
1972-73.....	40.0	40.0		20.0		5
Western						
1971-72.....	16.7	70.0	10.0	3.3		30
1972-73.....	16.7	70.0	10.0	3.3		30
Windsor						
1971-72.....	66.7	26.7	6.7			15
1972-73.....	71.4	21.4	7.1			14
York						
1971-72.....	16.0	60.0	20.0	4.0		25
1972-73.....	17.9	57.1	21.4	3.6		28
Total						
1971-72.....	32.7	40.7	16.2	9.0	1.4	278
1972-73.....	32.1	42.1	15.9	10.0		290



**Country of Last Degree for Select Disciplines, 1971-72 and 1972-73**

**Physical & Health Education & Recreation**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....					100.0	1
1972-73.....					100.0	1
Carleton						
1971-72.....						
1972-73.....						
Guelph						
1971-72.....	8.3	58.3	16.7	16.7		12
1972-73.....	8.3	66.7	8.3	16.7		12
Lakehead						
1971-72.....	50.0	37.5		12.5		8
1972-73.....	58.3	33.3		8.3		12
Laurentian						
1971-72.....						
1972-73.....	62.5	37.5				16
McMaster						
1971-72.....	30.0	60.0	10.0			20
1972-73.....	19.1	76.2	4.8			21
Ottawa						
1971-72.....	38.1	59.5		2.4		42
1972-73.....	34.2	63.4		2.4		41
Queen's						
1971-72.....	21.4	78.6				14
1972-73.....	26.7	73.3				15
Toronto						
1971-72.....	62.1	17.2		3.5	17.2	29
1972-73.....	48.2		22.2	3.7	25.9	27
Trent						
1971-72.....						
1972-73.....						
Waterloo						
1971-72.....	33.3	63.0	3.7			27
1972-73.....	34.4	56.3		9.4		32
Waterloo Lutheran						
1971-72.....						
1972-73.....						
Western						
1971-72.....	41.9	58.1				31
1972-73.....	34.2	63.2		2.6		38
Windsor						
1971-72.....	31.3	68.8				16
1972-73.....	25.0	75.0				16
York						
1971-72.....	50.0	50.0				4
1972-73.....	50.0	42.9		7.1		14
Total						
1971-72.....	37.8	54.4	2.5	2.5	2.9	204
1972-73.....	35.9	53.5	3.3	4.1	3.3	245

**Country of Last Degree for Select Disciplines, 1971-72 and 1972-73**

**Physics**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
<b>Brock</b>						
1971-72.....	50.0	12.5	12.5	25.0		8
1972-73.....	50.0	12.5	12.5	25.0		8
<b>Carleton</b>						
1971-72.....	41.2	35.3	11.8	11.8		17
1972-73.....	37.5	37.5	12.5	12.5		16
<b>Guelph</b>						
1971-72.....	59.1	13.6	27.3			22
1972-73.....	60.0	16.0	24.0			25
<b>Lakehead</b>						
1971-72.....	30.0	10.0	50.0	10.0		10
1972-73.....	33.3	11.1	55.6			9
<b>Laurentian</b>						
1971-72.....	63.6	18.2	9.1	9.1		11
1972-73.....	69.2	15.4	7.7	7.7		13
<b>McMaster</b>						
1971-72.....	41.4	24.1	31.0	3.5		29
1972-73.....	37.5	25.0	33.3	4.2		24
<b>Ottawa</b>						
1971-72.....	50.0		28.6	21.4		14
1972-73.....	50.0		28.6	21.4		14
<b>Queen's</b>						
1971-72.....	30.3	9.1	54.6	6.1		33
1972-73.....	24.2	9.1	60.6	6.1		33
<b>Toronto</b>						
1971-72.....	35.4	32.3	24.6	6.2	1.5	65
1972-73.....	25.4	31.3	19.4	10.5	13.4	67
<b>Trent</b>						
1971-72.....	16.7	16.7	66.7			6
1972-73.....	16.7	16.7	66.7			6
<b>Waterloo</b>						
1971-72.....	50.0	13.2	26.3	10.5		38
1972-73.....	51.4	13.5	24.3	10.8		37
<b>Waterloo Lutheran</b>						
1971-72.....	100.0					3
1972-73.....	75.0				25.0	4
<b>Western</b>						
1971-72.....	36.4	42.4	18.2	3.0		33
1972-73.....	35.3	44.1	20.6			34
<b>Windsor</b>						
1971-72.....	46.7	20.0		33.3		15
1972-73.....	50.0	18.8		31.3		16
<b>York</b>						
1971-72.....	52.2	17.4	21.7	8.7		23
1972-73.....	48.3	17.2	20.7	13.8		29
<b>Total</b>						
1971-72.....	42.8	21.7	26.6	8.6	0.3	327
1972-73.....	40.3	21.8	25.7	9.3	3.0	335

# Country of Last Degree for Select Disciplines, 1971-72 and 1972-73

## Political Science

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	45.5	45.4		9.1		11
1972-73.....	50.0	41.7		8.3		12
Carleton						
1971-72.....	35.7	45.2	11.9	7.1		42
1972-73.....	31.0	52.4	9.5	7.1		42
Guelph						
1971-72.....	53.9	23.1	23.1			13
1972-73.....	58.3	25.0	16.7			12
Lakehead						
1971-72.....	33.3		33.3	33.3		6
1972-73.....	62.5	12.5	12.5	12.5		8
Laurentian						
1971-72.....	33.3	41.7	8.3	16.7		12
1972-73.....	38.5	38.5	7.7	15.4		13
McMaster						
1971-72.....	13.0	73.9		13.0		23
1972-73.....	19.1	61.9	4.8	14.3		21
Ottawa						
1971-72.....	52.6	15.8		31.6		19
1972-73.....	56.0	8.0	4.0	32.0		25
Queen's						
1971-72.....	18.2	36.4	36.4	9.1		22
1972-73.....	16.7	37.5	33.3	12.5		24
Toronto						
1971-72.....	26.1	57.6	7.6	2.2	6.5	92
1972-73.....	19.6	56.9	17.7	5.9		51
Trent						
1971-72.....	14.3	28.6	57.1			7
1972-73.....	11.1	22.2	66.7			9
Waterloo						
1971-72.....	40.0	20.0	40.0			15
1972-73.....	35.7	21.4	42.9			14
Waterloo Lutheran						
1971-72.....	71.4	28.6				7
1972-73.....	57.1	42.9				7
Western						
1971-72.....	42.3	26.9	30.8			26
1972-73.....	34.6	30.8	34.6			26
Windsor						
1971-72.....	18.8	56.3	18.8	6.3		16
1972-73.....	18.8	56.3	18.8		6.3	16
York						
1971-72.....	28.6	58.9	7.1	5.4		56
1972-73.....	30.0	60.0	6.7	3.3		60
Total						
1971-72.....	31.6	46.1	13.9	6.8	1.6	367
1972-73.....	31.8	44.1	16.2	7.7	0.3	340

**Country of Last Degree for Select Disciplines, 1971-72 and 1972-73**

Psychology						
	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	30.0	70.0				10
1972-73.....	36.4	63.6				11
Carleton						
1971-72.....	37.1	60.0		2.9		35
1972-73.....	37.1	60.0		2.9		35
Guelph						
1971-72.....	33.3	29.2	33.3	4.2		24
1972-73.....	26.7	43.3	30.0			30
Lakehead						
1971-72.....	50.0	18.8	18.8	12.5		16
1972-73.....	53.3	13.3	20.0	13.3		15
Laurentian						
1971-72.....	22.7	27.3	9.1	40.9		22
1972-73.....	20.0	36.0	8.0	36.0		25
McMaster						
1971-72.....	30.0	60.0	10.0			20
1972-73.....	28.0	60.0	8.0	4.0		25
Ottawa						
1971-72.....	60.7	10.7	7.1	21.4		28
1972-73.....	64.7	14.7	5.9	14.7		34
Queen's						
1971-72.....	18.2	36.4	36.4	9.1		22
1972-73.....	29.2	29.2	33.3	8.3		24
Toronto						
1971-72.....	22.1	45.6	5.9	4.4	22.1	68
1972-73.....	28.1	62.5	4.7	4.7		64
Trent						
1971-72.....	66.7		33.3			15
1972-73.....	78.6	7.1	14.3			14
Waterloo						
1971-72.....	17.8	75.6		6.7		45
1972-73.....	20.0	77.8		2.2		45
Waterloo Lutheran						
1971-72.....	40.0	40.0	20.0			10
1972-73.....	33.3	50.0		16.7		12
Western						
1971-72.....	35.2	59.3	5.6			54
1972-73.....	35.1	57.9	7.0			57
Windsor						
1971-72.....	18.2	72.7		9.1		33
1972-73.....	19.4	74.2		6.5		31
York						
1971-72.....	23.4	54.7	17.2	4.7		64
1972-73.....	27.4	52.1	15.1	5.5		73
Total						
1971-72.....	30.3	48.7	10.7	7.1	3.2	466
1972-73.....	32.7	51.5	9.7	6.1		495

# Country of Last Degree for Select Disciplines, 1971-72 and 1972-73

## Sociology

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Brock						
1971-72.....	33.3	55.6	11.1			9
1972-73.....	37.5	50.0	12.5			9
Carleton						
1971-72.....	20.0	62.9	11.4	5.7		35
1972-73.....	17.7	64.7	11.8	5.9		34
Guelph						
1971-72.....	26.3	52.6	5.3	15.8		19
1972-73.....	50.0	30.0	15.0	5.0		20
Lakehead						
1971-72.....		87.5	12.5			8
1972-73.....		87.5	12.5			8
Laurentian						
1971-72.....	33.3	26.7	6.7	33.3		15
1972-73.....	38.1	28.6	4.8	28.6		21
McMaster						
1971-72.....	21.9	65.6	6.3	6.3		32
1972-73.....	29.2	50.0	16.7	4.2		24
Ottawa						
1971-72.....	40.7	18.5	7.4	33.3		27
1972-73.....	37.0	18.5	11.1	33.3		27
Queen's						
1971-72.....	6.3	62.5	18.8	12.5		16
1972-73.....	11.8	64.7	11.8	11.8		17
Toronto						
1971-72.....	22.0	65.9	4.9		7.3	41
1972-73.....	12.2	82.9	2.4	2.4		41
Trent						
1971-72.....	28.6	35.7	28.6	7.1		14
1972-73.....	30.8	38.5	30.8			13
Waterloo						
1971-72.....	21.1	63.2		15.8		19
1972-73.....	25.0	60.0		15.0		20
Waterloo Lutheran						
1971-72.....	100.0					6
1972-73.....	85.7	14.3				7
Western						
1971-72.....	6.5	83.9	3.2	6.5		31
1972-73.....	18.4	71.7	2.6	7.9		38
Windsor						
1971-72.....		86.7		13.3		15
1972-73.....	7.1	85.7		7.1		14
York						
1971-72.....	26.8	60.7	8.9	3.6		56
1972-73.....	31.6	56.1	8.8	3.5		57
Total						
1971-72.....	23.0	58.6	7.9	9.6	0.9	343
1972-73.....	26.4	56.2	8.6	8.9		349

**Summary—Country of Last Degree, Selected Disciplines,  
1971-72 and 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
<b>Biology</b>						
1971-72.....	38.7	33.5	19.5	6.2	2.1	385
1972-73.....	39.7	32.6	18.8	6.4	2.6	393
<b>Chemistry</b>						
1971-72.....	34.6	25.8	33.2	5.1	1.4	295
1972-73.....	36.5	25.8	32.1	5.7		299
<b>Commerce, Management and Administration</b>						
1971-72.....	39.5	54.3	2.7	3.1	0.4	258
1972-73.....	37.7	56.9	1.8	3.3	0.4	276
<b>Economics</b>						
1971-72.....	28.1	48.6	12.8	9.6	1.0	313
1972-73.....	25.3	56.1	12.0	6.5		367
<b>Engineering</b>						
1971-72.....	40.6	25.2	22.4	8.9	2.9	698
1972-73.....	39.5	26.8	23.2	8.8	1.7	706
<b>Geography</b>						
1971-72.....	26.4	37.2	23.6	10.9	1.9	258
1972-73.....	26.9	37.5	23.5	11.4	0.8	264
<b>History</b>						
1971-72.....	33.8	44.0	17.9	3.0	1.2	402
1972-73.....	34.2	43.2	18.7	3.9		412
<b>Law</b>						
1971-72.....	28.9	44.0	17.5	9.6		166
1972-73.....	31.9	39.3	18.3	10.0	0.5	191
<b>Mathematics</b>						
1971-72.....	35.1	33.2	13.7	15.4	2.7	410
1972-73.....	36.7	35.2	13.3	14.3	0.5	420
<b>Modern and Mediaeval Languages and Literature</b>						
1971-72.....	37.7	28.4	13.6	17.9	2.4	1247
1972-73.....	38.5	27.2	13.9	17.2	3.2	1248
<b>Music</b>						
1971-72.....	20.2	43.6	5.7	10.5	20.5	124
1972-73.....	19.7	45.1	7.0	13.4	14.8	142
<b>Philosophy</b>						
1971-72.....	32.7	40.7	16.2	9.0	1.4	278
1972-73.....	32.1	42.1	15.9	10.0		290
<b>Physical and Health Education and Recreation</b>						
1971-72.....	37.8	54.4	2.5	2.5	2.9	204
1972-73.....	35.9	53.5	3.3	4.1	3.3	245
<b>Physics</b>						
1971-72.....	42.8	21.7	26.6	8.6	0.3	327
1972-73.....	40.3	21.8	25.7	9.3	3.0	335



**Summary—Country of Last Degree, Selected Disciplines,  
1971-72 and 1972-73 (2)**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Political Science						
1971-72.....	31.6	46.1	13.9	6.8	1.6	367
1972-73.....	31.8	44.1	16.2	7.7	0.3	340
Psychology						
1971-72.....	30.3	48.7	10.7	7.1	3.2	466
1972-73.....	32.7	51.5	9.7	6.1		495
Sociology						
1971-72.....	23.0	58.6	7.9	9.6	0.9	343
1972-73.....	26.4	56.2	8.6	8.9		349

**TABLE F-I**  
**Citizenship of New Faculty Appointed to Ontario Universities,**  
**by Discipline or Discipline Area, 1971-72 and 1972-73**

Discipline or Discipline Area	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
<b>A. Faculty Administration</b>						
1971-72.....	9		3		1	13
1972-73.....	3		3		2*	8
<b>B. Education and Related</b>						
1. Education						
1971-72.....	56	5	4	5		70
1972-73.....	41	7	5	3		56
2. Physical and Health Education						
1971-72.....	23	10			*2+3	38
1972-73.....	16	9	1	4	3	33
Total						
1971-72.....	79	15	4	5	*2+3	108
1972-73.....	57	16	6	7	3	89
<b>C. Fine and Applied Arts</b>						
1971-72.....	26	12	8	5	5	56
1972-73.....	21	17	9	8	1	56
<b>D. Humanities and Related</b>						
1. Classics						
1971-72.....					3	3
1972-73.....					3	3
2. History						
1971-72.....	29	20	5	3		57
1972-73.....	22		3		4*	29
3. Philosophy						
1971-72.....	15	8	3	3	1	29
1972-73.....	5	5			3*	13
4. Religious Studies						
1971-72.....	12	5	3	3		23
1972-73.....		5			4	9
5. English						
1971-72.....	37	14	4	4	1	60
1972-73.....	26		7		3*	
6. French						
1971-72.....	14				14*	28
1972-73.....	16	5	4	6	1	32

\*Reported as non-Canadian though specific country or citizenship unknown.

**Citizenship of New Faculty Appointed to Ontario Universities,  
by Discipline or Discipline Area, 1971-72 and 1972-73 (2)**

Discipline or Discipline Area	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
7. German						
1971-72.....	4			3	2*	9
1972-73.....	5	3			3*	11
8. Romance Languages						
1971-72.....	3			3	1*	7
1972-73.....	3			5	1*+1	10
9. Others						
1971-72.....	31	9	5	6	2	53
1972-73.....	17	11			5*	33
Total						
1971-72.....	145	56	20	25	20*+4	270
1972-73.....	98	35	20	22	2	177
E. Social Sciences and Related						
1. Anthropology						
1971-72.....	6	10			1*	17
1972-73.....	7	6			3*+1	17
2. Commerce, Business Administration						
1971-72.....	40	8	3	4		55
1972-73.....	25	6			4*	35
3. Economics						
1971-72.....	32	24			17*+2	75
1972-73.....	21	10			8*	39
4. Political Science						
1971-72.....	39	18	6	8	2	73
1972-73.....	27	8			4*	39
5. Psychology						
1971-72.....	37	25	8	6	3	79
1972-73.....	21	19			7*+2	49
6. Sociology						
1971-72.....	30	24	6	11		71
1972-73.....	34	12	6	6	1	59
7. Others						
1971-72.....	64	30	18	10		122
1972-73.....	28	9	8	11		56
Total						
1971-72.....	248	139	41	39	18*+7	492
1972-73.....	129	110	32	21	2	294

\*Reported as non-Canadian though specific country or citizenship unknown.

**Citizenship of New Faculty Appointed to Ontario Universities,  
by Discipline or Discipline Area, 1971-72 and 1972-73 (3)**

Discipline or Discipline Area	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
<b>F. Agriculture and Biological Sciences</b>						
1. Biology						
1971-72.....	5			3	2*	10
1972-73.....	10			3	3*	16
2. Household Science						
1971-72.....	6				2*	8
1972-73.....	1	4				5
3. Others						
1971-72.....	14	5	4	5		28
1972-73.....	9			4	5*	18
Total						
1971-72.....	25	5	4	8	4*	46
1972-73.....	20	9	3	7		39
<b>G. Engineering and Applied Sciences</b>						
1. Engineering and Engineering Science						
1971-72.....	24	4	3	13	4	48
1972-73.....	19			6	7*	
2. Others						
1971-72.....	8				3*+5	16
1972-73.....	10		3		4*+1	18
Total						
1971-72.....	32	4	3	13	3*+9	64
1972-73.....	29	8	4	8	1	50
<b>H. Health Professions and Occupations</b>						
1971-72.....	24	6			3*	33
1972-73.....	30	3		1	+2	36
2. Others						
1971-72.....	107	11	22	20	29	189
1972-73.....	111	16	23	24		174
Total						
1971-72.....	131	17	22	20	3*+29	222
1972-73.....	141	19	23	25	2	210

\*Reported as non-Canadian though specific country or citizenship unknown.

**Citizenship of New Faculty Appointed to Ontario Universities,  
by Discipline or Discipline Area, 1971-72 and 1972-73 (4)**

Discipline or Discipline Area	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
<b>I. Mathematics and Physical Sciences</b>						
1. Mathematics						
1971-72.....	43	13	11	20	13	100
1972-73.....	13	8	4	10		35
2. Chemistry						
1971-72.....	9	4			1*+1	15
1972-73.....		3	4		3	10
3. Geology						
1971-72.....	7	3			4*	14
1972-73.....	5				4*+1	10
4. Physics						
1971-72.....	11		3	6		20
1972-73.....	8		4		4*+1	17
5. Others						
1971-72.....					3	3
1972-73.....	6	8			5*	19
Total						
1971-72.....	70	20	14	26	5*+17	152
1972-73.....	34	22	17	16	2	91
<b>J. Discipline not reported</b>						
1971-72.....	9	5			1*+4	19
1972-73.....	12		3		2*	17
Total						
1971-72.....	774	273	119	141	56*+79	1442
1972-73.....	578	199	116	123	15	1031

\*Reported as non-Canadian though specific country or citizenship unknown.

**Summary — Citizenship of New Faculty Appointments, Ontario Universities  
1971-72 and 1972-73**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Education and Related						
1971-72.....	73.2	13.9	3.7	4.6	4.6	108
1972-73.....	64.0	18.0	6.7	7.9	3.4	89
Fine and Applied Arts						
1971-72.....	46.4	21.4	14.3	8.9	8.9	56
1972-73.....	37.5	30.4	16.1	14.3	1.8	56
Humanities and Related						
1971-72.....	53.7	20.7	7.4	9.3	8.9	270
1972-73.....	55.4	19.8	11.3	12.4	1.1	177
Social Sciences and Related						
1971-72.....	50.4	28.3	8.3	7.9	5.1	492
1972-73.....	55.4	23.8	9.2	10.2	1.4	294
Agriculture and Biological Sciences						
1971-72.....	54.4	10.9	8.7	17.4	8.9	46
1972-73.....	51.3	23.1	7.7	18.0		39
Engineering and Applied Science						
1971-72.....	50.0	6.3	4.7	20.3	18.8	64
1972-73.....	58.0	16.0	8.0	16.0	2.0	50
Health Professions and Occupations						
1971-72.....	59.1	7.7	9.9	9.0	14.4	222
1972-73.....	67.1	9.1	11.0	11.9	1.0	210
Mathematics and Physical Sciences						
1971-72.....	46.1	13.2	9.2	17.1	14.5	152
1972-73.....	37.4	24.2	18.7	17.6	2.2	91
Discipline not reported						
1971-72.....	47.4	26.3			26.3	19
1972-73.....	70.6		17.7		11.8	17
Total						
1971-72.....	53.5	19.1	8.1	9.9	9.4	1429
1972-73.....	56.1	19.3	11.3	11.9	1.5	1031



**TABLE F-2**  
**Country of Last Degree of New Faculty Appointed to Ontario Universities,**  
**by Discipline Area, 1971-72 and 1972-73.**

Discipline or Discipline Area	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
<b>A. Faculty Administration</b>						
1971-72.....	6		4		2*+1	13
1972-73.....		4	2		2*	8
<b>B. Education and Related</b>						
1. Education						
1971-72.....	44	19			7*	70
1972-73.....	28	18			6*+4	56
2. Physical and Health Education						
1971-72.....	13	21			3*+1	38
1972-73.....	14	18			1	33
Total						
1971-72.....	57	40			10*+1	108
1972-73.....	42	36			6*+5	89
<b>C. Fine and Applied Arts</b>						
1971-72.....	11	21	10	8	6	56
1972-73.....	12	26	5	5	8	56
<b>D. Humanities and Related</b>						
1. Classics						
1971-72.....					3	3
1972-73.....					3	3
2. History						
1971-72.....	17	32			6*+2	57
1972-73.....	15	7			7*	29
3. Philosophy						
1971-72.....	12	11			6*+1	30
1972-73.....	7	4			2*	13
4. Religious Studies						
1971-72.....	6	7	3	7		23
1972-73.....	3	3		3		9
5. English						
1971-72.....	31	15	10	3	1	60
1972-73.....	22	9	6			37
6. French						
1971-72.....	13			11	3*+1	28
1972-73.....	14	6	3	9		32

\*Reported as non-Canadian though specific country or citizenship unknown.

**Country of Last Degree of New Faculty Appointed to Ontario Universities,  
by Discipline Area, 1971-72 and 1972-73. (2)**

Discipline or Discipline Area	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
7. German						
1971-72.....	3	5			1*	9
1972-73.....	4	5			2*	11
8. Romance Languages						
1971-72.....	3				4*	7
1972-73.....	3	3		4		10
9. Others						
1971-72.....	19	18	4	10	2	53
1972-73.....	17	13			3*	33
Total						
1971-72.....	104	88	17	31	20*+10	270
1972-73.....	86	51	21	19		177

**E. Social Sciences and  
Related**

1. Anthropology						
1971-72.....	4	12			1*	17
1972-73.....	8	7			2*	17
2. Commerce and Business Administration						
1971-72.....	29	23			3*	55
1972-73.....	20	11			4*	35
3. Economics						
1971-72.....	23	34	7	8	3	75
1972-73.....	11	24			4*	39
4. Political Science						
1971-72.....	27	33	8	3	2	73
1972-73.....	17	11	7	4		39
5. Psychology						
1971-72.....	30	32	8	6	3	79
1972-73.....	22	22			5*	49
6. Sociology						
1971-72.....	20	40	5	6		71
1972-73.....	26	23			9*+1	59
7. Others						
1971-72.....	52	50	10	10		122
1972-73.....	25	12	8	10	1	56
8. Total						
1971-72.....	185	224	38	33	4*+8	492
1972-73.....	129	110	32	21	2	294

\*Reported as non-Canadian though specific country or citizenship unknown.

**Country of Last Degree of New Faculty Appointed to Ontario Universities,  
by Discipline Area, 1971-72 and 1972-73.(3)**

Discipline or Discipline Area	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
<b>F. Agriculture and Biological Sciences</b>						
1. Biology						
1971-72.....	5	4			1*	10
1972-73.....	12				4*	16
2. Household Science						
1971-72.....	4	4				8
1972-73.....		3			2	5
3. Others						
1971-72.....	14		6		7*+1	28
1972-73.....	9	6			3*	18
Total						
1971-72.....	23	8	6		8*+1	45
1972-73.....	23	11			5*	39
<b>G. Engineering and Applied Science</b>						
1. Engineering and Engineering Science						
1971-72.....	18	8	10	8	4	48
1972-73.....	12	14			5*+1	32
2. Others						
1971-72.....	7	4			5	16
1972-73.....	6	6			5*+1	18
Total						
1971-72.....	25	12	10	8	9	64
1972-73.....	18	20	4	6	2	50
<b>H. Health Professions and Occupations</b>						
1. Nursing						
1971-72.....	19	13			1	33
1972-73.....	21	14			1	36
2. Others						
1971-72.....	102	16	21	20	30	189
1972-73.....	95	24	26	20	9	174
Total						
1971-72.....	121	29	21	20	31	222
1972-73.....	117	37	26	21	9	210

\*Reported as non-Canadian though specific country or citizenship unknown.

**Country of Last Degree of New Faculty Appointed to Ontario Universities,  
by Discipline Area, 1971-72 and 1972-73. (4)**

Discipline or Discipline Area	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
I. Mathematics and Physical Sciences						
1. Mathematics						
1971-72.....	32	27	12	16	13	100
1972-73.....	14	13		7	1	35
2. Chemistry						
1971-72.....	9	5			1	14
1972-73.....	4				6*	10
3. Geology						
1971-72.....	3	8			3*	14
1972-73.....	3	3			3*+1	10
4. Physics						
1971-72.....	6	5	4	5		20
1972-73.....	5		6		6*	17
5. Others						
1971-72.....					3	3
1972-73.....	9	8			2*	19
Total						
1971-72.....	50	45	16	21	3*+17	152
1972-73.....	36	31	11	11	2	91
J. Discipline not reported						
1971-72.....	9	4			2*+4	19
1972-73.....	8	5	3		1	1
Total						
1971-72.....	591	471	122	121	59*+78	1442
1972-73.....	472	331	107	92	29	1031

\*Reported as non-Canadian though specific country or citizenship unknown.

**Summary — Country of Highest Degree of New Faculty Appointments,  
Ontario Universities, 1971-72**

	% Canadian	% U.S.	% U.K.	% Other	% Not Reported	Total
Education and Related						
1971-72.....	52.8	37.0			10.2	108
1972-73.....	47.2	40.5			12.4	89
Fine and Applied Arts						
1971-72.....	19.7	37.5	17.8	14.3	10.7	86
1972-73.....	21.4	46.4	8.9	8.9	14.3	56
Humanities and Related						
1971-72.....	38.5	32.6	6.3	11.5	11.1	270
1972-73.....	48.6	28.8	11.9	10.7		177
Social Sciences and Related						
1971-72.....	37.6	45.5	7.7	6.7	2.4	492
1972-73.....	43.9	37.4	10.9	7.1	0.7	294
Agriculture and Biological Sciences						
1971-72.....	50.0	17.4	13.1		19.6	46
1972-73.....	59.0	28.2			12.8	39
Engineering and Applied Science						
1971-72.....	39.1	18.8	15.6	12.5	14.1	64
1972-73.....	36.0	40.0	8.0	12.0	4.0	50
Health Professions and Occupations						
1971-72.....	54.5	13.1	9.5	9.0	14.0	222
1972-73.....	55.7	17.6	12.4	10.0	4.3	210
Mathematics and Physical Sciences						
1971-72.....	32.9	29.6	10.5	13.8	13.2	152
1972-73.....	39.6	34.1	12.1	12.1	2.2	91
Discipline not reported						
1971-72.....	47.4	21.1			31.6	19
1972-73.....	47.1	29.4	17.7		5.9	17
Total						
1971-72.....	40.9	33.0	8.3	8.5	9.4	1429
1972-73.....	45.8	32.1	10.4	8.9	2.8	1031

## Introductory Note

Data on the faculties of the federated universities of the University of Toronto and the Ontario Institute for Studies in Education were not received until the Committee had substantially completed its examination of the colleges and universities aspect of its enquiries. Except where specifically noted, data on the University of Toronto does not include information on the federated universities and O.I.S.E. The following tables are presented in the interests of completeness and in a form compatible with other tables in this Report.

**Citizenship of Faculty, Federated Universities of the University of Toronto,  
by Selected Discipline and Discipline Group, 1971-72 and 1972-73.**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	61.3	19.6	7.0	11.5	0.7	230
1972-73.....	61.0	20.4	7.4	11.2		231
Modern and Mediaeval Languages and Literature						
1971-72.....	55.6	18.8	6.8	17.3	1.5	133
1972-73.....	54.8	20.0	8.2	17.0		135
Philosophy						
1971-72.....	57.7	34.6	3.9	3.9		26
1972-73.....	56.0	36.0	4.0	4.0		25
Total						
1971-72.....	61.1	19.7	7.1	11.3	0.8	239
1972-73.....	60.8	20.4	7.5	11.2		240

**Country of Last Degree of Faculty, Federated Universities of the University of Toronto,  
by Selected Discipline and Discipline Group, 1971-72 and 1972-73.**

	% Canadian	% U.S.	% U.K.	% Other	% Citizenship Not Reported	Total
Humanities						
1971-72.....	36.5	30.4	14.4	18.3	0.4	230
1972-73.....	35.9	31.6	13.0	19.5		231
Modern and Mediaeval Languages and Literature						
1971-72.....	34.6	30.8	12.8	21.1	0.8	133
1972-73.....	34.0	31.9	11.9	21.5	0.7	135
Philosophy						
1971-72.....	69.2	11.5	15.4	3.9		26
1972-73.....	68.0	12.0	16.0	4.0		25
Total						
1971-72.....	37.2	30.1	14.6	17.6	0.4	239
1972-73.....	36.7	31.3	13.3	18.8		240



**Citizenship of Faculty, Ontario Institute for  
Studies in Education, 1971-72 and 1972-73.**

	$\%$ Canadian	$\%$ U.S.	$\%$ U.K.	$\%$ Other	Total
Total*					
1971-72.....	53.4	33.8	3.0	9.8	133
1972-73.....	56.0	32.8	4.5	6.7	134

\*All disciplines would be classed as Institutional Studies and Applied Social Science.

**Country of Last Degree of Faculty,  
Ontario Institute for Studies in Education, 1971-72 and 1972-73**

Total*					
1971-72.....	28.6	62.4	6.8	2.3	133
1972-73.....	29.9	60.5	9.7		134

\*do. — not above.

## APPENDIX 2

### Persons Who Appeared Before the Committee

Ottawa	January 18	Professor Robin Matthews, Department of English, Carleton University. Professor James Steele, Department of English, Carleton University.
Hamilton	January 23	Robert Mackenzie, Esq. Dr. S. J. Frankel, Dean of the Faculty of Social Sciences, McMaster University. Dr. Paul Grayson, Department of Sociology, University of Western Ontario. Professor C. McKie, Department of Sociology, University of Western Ontario.
Windsor	January 24	Michael L. Waffle, Esq. Professor J. Alex Murray, Department of Business Administration, University of Windsor. Dr. R. C. Quittenton, President, St. Clair College of Applied Arts and Technology. Dr. C. Lloyd Brown-John, Department of Political Science, University of Windsor.
Thunder Bay	February 1	Louis Peltier, Esq. Dianna Robinson, The 85% Canadian Quota Campaign. Rita Ubriaco.
Toronto	February 13	Dr. D. Carlton Williams, President, University of Western Ontario. Dr. John B. MacDonald, Executive Director, Council of Ontario Universities.
Toronto	February 15	Dr. Jill Conway, Vice President, University of Toronto. Dr. Robert Haynes, Department of Biology, York University.

Toronto	February 20	Dr. Stefan Dupre, Department of Political Economy, University of Toronto. Dr. James A. Gibson, President, Brock University.
Toronto	February 21	Dr. John Porter, Department of Sociology, Carleton University.
Toronto	March 6	Dr. K. J. Cottam Mr. Barry Lord, Mrs. Denise Havers, 85% Canadian Quota Campaign.
Toronto	August 9	Thomas Clement, Esq. 85% Canadian Quota Campaign.

## APPENDIX 3

### Briefs Filed with the Committee

Miss Ellen Anderson  
Chesley, Ontario  
February 10, 1972

Stephen L. Black, Ph.D.  
Department of Physiology  
University of Western Ontario  
February 19, 20, 1973

Mrs. Sheila Bresalier  
Committee for an Independent Canada  
Ottawa, January 19, 1973

Dr. C. Lloyd Brown-John  
Department of Political Science  
University of Windsor  
January 24, 1973

Professor Paul M. Clifford  
Department of Geology  
McMaster University  
March 7, 1973

K. J. Cottam, Ph.D.  
Don Mills, Ontario  
August 25, 1972

Alexander Cullen  
Ottawa, Ontario  
January, 1973

Alan Earp  
Provost, Brock University  
January 29, 1973

Dean S. J. Frankel, on behalf of  
McMaster University Administration  
Hamilton, Ontario  
January, 1973

J. Paul Grayson and C. McKie  
Department of Sociology,  
University of Western Ontario  
January, 1973

J. Russell Harper  
Alexandria, Ontario  
August, 1972

Ronald D. Lambert, Ph.D.  
Department of Sociology and  
Anthropology  
University of Waterloo  
February 16, 1973, March 29, 1973 and  
April, 1973

J. Malzan  
National Canadianization Committee  
March, 1973

Kenneth Mucha  
Thunder Bay, Ontario  
August, 1973

Thomas M. Paikeday  
Mississauga, Ontario  
February 20, 1973

R. C. Quittenton, President  
St. Clair College of Applied Arts and  
Technology  
Windsor, Ontario  
January 1973

Miss Dianna Robinson  
Thunder Bay, Ontario

Professor E. P. Saunders  
School of Graduate Studies  
McMaster University  
February 15, 1973

Wynton Semple, Toronto.  
February 23, 1973

Mike Sumner,  
Windsor, Ontario  
January 25, 1973

The 85% Canadian Quota Campaign  
Toronto  
February 1973, March 6, 1973

David Treleaven  
Ottawa, Ontario  
January 17, 1973

Dr. Albert Tucker  
Principal  
Glendon College, York University  
March 20, 1973

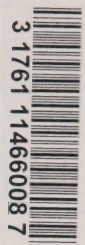
Dr. Carlton Williams  
President and Vice-Chancellor  
The University of Western Ontario  
January 31, 1973











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